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CAUT ACPPU
BULLETIN
VOL 51 NO 8 OCTOBER 2004 OCTOBRE CANADIAN ASSOCIATION OF UNIVERSITY TEACHERS ASSOCIATION CANADIENNE DES PROFESSEURES ET PROFESSEURS D'UNIVERSITÉ

First Nations Urge Tax Law Reversal

FIRST Nations students in Canada are protesting changes to federal tax rules that may soon require them to pay income tax on scholarships and bursaries they receive to attend a university or college.

"Post-secondary education has been determined to be one of the most important means of improving the lives of First Nations people in Canada," said Cathy Wheaton, a Master's student at the First Nations University of Canada in Regina. "The taxation of support funding for education will only add to the financial burden of First Nations students."

Government-funded scholarships and bursaries for First Nations students have not been taxed since 1978. That's when Revenue Canada accepted that financial assistance for education was a treaty right.

However, in reviewing policy last year, Indian and Northern Affairs Canada determined that free tuition is "not a treaty right and that Revenue Canada's acceptance of this point was in error."

That decision has unleashed a storm of protest among Canada's First Nations.

"This flies in the face of not only our right to education and 25 years of taxation policy, but, more important, is contrary to the historic First Nations and Crown fiduciary relationship," said Phil Fontaine, national chief of the Assembly of First Nations.

Government officials insist the new rules won't affect most First Nations students since full-time students normally don't earn enough money to pay tax.

See FIRST NATIONS Page A8 ☞

Mathematician Caught in 'War on Terror' Dragnet

University of Alberta professor James Lewis was caught up in the U.S. terrorist warning system.

A MATHEMATICS professor at the University of Alberta had a rude awakening recently while traveling to a conference in Chicago. James Lewis arrived at the Edmonton airport Sept. 15 with an electronic ticket and tried to get his boarding pass from a machine using his Aeroplan card, but his attempts were unsuccessful. When he approached an Air Canada agent, he was told he was refused carriage because of a "security issue" involving his interline travel to the United States. His passport was then taken to a supervisor, who got him on his flight to Toronto.

In Toronto, he met with the same obstacles. He needed approval from an airline supervisor to get a boarding pass on the United Airlines flight to Chicago. Then he was delayed in customs clearance when he was interrogated by a U.S. Customs and Immigration officer who asked him, among

See MATHEMATICIAN Page A2 ☞

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Dans les mailles du filet antiterroriste

JAMES Lewis, professeur de mathématiques à l'Université de l'Alberta, a été rappelé brutalement à la réalité le mois dernier alors qu'il se rendait à une conférence à Chicago. Lorsqu'il est arrivé à l'aéroport d'Edmonton, son billet électronique en main, et qu'il a tenté de se procurer sa carte d'embarquement dans un guichet avec sa carte Aéroplan, celle-ci a été rejetée. S'adressant à un agent d'Air Canada, il a appris qu'on refusait de le transporter en raison d'une « question de sécurité » concernant sa correspondance intercompagnies vers les États-Unis. Un superviseur lui a pris son passeport pour l'enregistrer sur un vol à destination de Toronto.

Mais il s'est heurté aux mêmes obstacles à Toronto. Il devait obtenir l'approbation d'un superviseur de ligne aérienne pour se procurer une carte d'embarquement à bord d'un vol de United Airlines à destination de Chicago. Il a été ensuite retardé au comptoir de la douane et de l'immigration des États-Unis où un agent lui a demandé, entre autres questions, s'il avait déjà été arrêté et si on lui avait déjà posé ce genre de questions auparavant. Après que M. Lewis eut répondu par la négative, l'agent est allé s'entretenir avec un supérieur. L'agent de la douane américaine a fini par laisser passer M. Lewis, mais le vol à destination de Chicago

Voir DANS LES MAILLES à la page A7 ☞

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The MORTGAGE Centre
Discount Rates Page A10

Fair Employment Week
25–29 October 2004

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OCUFA Calls for Responses to Rae

FORMER Ontario premier Bob Rae's post-secondary education review has been launched with a discussion paper that describes a system "in serious jeopardy" because the province's colleges and universities have been starved for funding.

The discussion paper presents a sharply worded description of a system that needs a significant infusion of cash, but also contains suggestions the solution may be much higher tuition fees offset by student assistance reforms borrowed from jurisdictions like Australia and Britain.

Michael Doucet, president of the Ontario Confederation of University Faculty Associations, urged faculty and others to respond to the discussion paper by demanding that Ontario raise its per-student funding levels – currently last among the provinces – at least to the national average.

"This is a message the government needs to hear," Doucet said. "Rae's paper clearly describes a system in trouble, and the right answer is appropriate public investments, not a heavier burden on students."

Rae, former premier in Ootario's NDP government from 1990 to 1995, heads an eight-member panel appointed earlier this year by the Ontario government to study the design and funding of the province's post-secondary education system. Rae has scheduled town hall meetings and roundtable sessions across the province over the next two months. The review panel will report on its findings in January 2005.

The discussion paper is organized around five themes: accessibility, quality, system design, funding and accountability. After an overview of current conditions, it poses a series of questions related to each of the themes.

In his introduction, Rae says Ontario's system of higher education "is in jeopardy because we are on the edge of major change and the level of both public and private support is insufficient to keep Ontario as strong, competitive and socially advanced as we want to be."

He notes that "transfers to universities and colleges have fallen behind – compared to their needs, compared to the past, compared to other places in Canada and abroad."

The paper also calls attention to statistics showing Francophones, Aboriginal peoples, persons with disabilities, those with low incomes, single parents and northern Ontarians are underrepresented in colleges and universities.

Rae's interest in targeting assistance to students and families who need it the most, however, goes so far as to suggest that basic operating funding to institutions is intrinsically regressive, saying: "Most provincial spending on higher education is in the form of operating grants to institutions that tend to benefit individuals from higher-income families the most, since they are most likely to attend."

The paper also seeks comment on the income-contingent loan repayment plans in effect in Australia and soon to be implemented in the United Kingdom, suggesting that under a "go now, pay later" program, "tuition fees may be discounted or subsidized for needy students and repaid based on an affordable share of the student's income."

Doucet said OCUFA's review of worldwide research clearly indicates that income-contingent loan schemes have been used to reduce public support for higher education, while dramatically increasing tuition costs for students.

"It's clear that a majority of Ontarians believe tuition fees are already too high," Doucet said. "People supported the Liberal platform's promised tuition freeze in last year's election, and Premier McGuinty will be very unpopular if he tries to use Bob Rae's review as a smokescreen for a sudden hike in fees." ■

Mathematician Caught in 'War on Terror' Dragnet

☞ From PAGE A1

other questions, whether he had ever been arrested, and if he had ever been asked those kinds of questions before. When Lewis said "no," the officer went to speak with a senior supervisor. The U.S. customs official eventually allowed Lewis to pass through, but not long after, the flight to Chicago was cancelled due to weather conditions and Lewis was forced to stay in Toronto overnight.

The next morning, he went through U.S. Customs and Immigration again, and enquired what the problem was. He was told, "We can't tell you."

In Chicago, he tried to find out more about the situation. He called the Canadian Passport office, and was told his passport was "clean" with Canada. He called up the Canadian Consulate in Chicago. They told him it was "a U.S. problem," and couldn't help him.

Lewis, who had a vague memory of a news item about U.S. Senator Edward Kennedy being stopped at U.S. airports, went on an Internet search. Using Google, he learned that Kennedy had been refused carriage under a "no-fly" list maintained by the American Transportation Administration, using names given to it by the FBI and intelligence agencies. He also discovered that two other men with the name "John Lewis" had been pulled aside at airports in the U.S. because they had a name similar to someone on the list.

Not much is known about the list, as the U.S. government has refused requests under freedom of information to disclose the list's specific purpose, or the criteria under which names appear on the list.

The "no-fly" list is a product of the post 9/11 security agenda in the U.S., but it's not clear its purpose is limited to anti-terrorism, or if it also serves an ordinary law enforcement agenda.

It has been used politically by government agencies. Peace and environmental activists with no links to terrorism have been stopped from flying in the U.S., and in Canada, an editorial cartoonist critical of U.S. and Israeli policies has been among those who have been stopped.

No-Fly Lists

The "no-fly" list is a precursor of what American authorities ultimately plan to implement. The U.S. government has already been testing a "data mining" program called CAPPS II, or the second generation Computer-Assisted Passenger Prescreening System. The program takes the passenger information stored in airline computer systems, which the U.S. is now demanding from all countries, and links it to information in other public and privates databases. This information is then sorted using computer algorythms to "score" all airline passengers as "green," "amber" or "red" risks – green standing for minimal risk, amber standing for an unknown or intermediate level risk requiring heightened security measures and red standing for high risk and requiring the grounding of the passenger and reference to law enforcement authorities. The criteria for assigning the scores are not known, but they purportedly identify patterns of behaviour associated with terrorists.

The Transportation Security Administration has estimated that 5 per cent of the travelling public will be rated "amber" or "red" under this type of program. The Association of Corporate Travel Executives estimated in a study that if only 2 per cent of travelers were classed "red," there could be as many as eight million passengers denied boarding every year on flights to, through, or from the U.S.

CAPPS II was apparently shelved in July 2004, under pressure from the U.S. General Accounting Office, civil libertarians and airlines, but it soon rose from its own ashes. The new program is called "Secure Flight" and officials say they won't reveal all that has been added or dropped from CAPPS II until after next month's U.S. election.

The Canadian version of CAPPS II/ Secure Flight is already underway here at home. Known as the Canadian Risk Assessment Centre, and run by the Canadian Border Services Agency under the umbrella of the new Public Safety and Emergency Preparedness Department, it will track the travel patterns of air passengers travelling to, through, and from the country and will be interoperable with the U.S. program. Minister of Public Safety and Emergency Preparedness Anne McLellan has said the plan is to eventually expand the program to all transportation systems.

The U.S. Transportation Security Commission keeps no records of the number of passengers denied boarding or delayed by the list, or of the number of people mistakenly on the list or mistakenly taken aside. But, like other watch lists created after 9/11, anecdotal evidence suggests the "no-fly" list is riddled with wrongly flagged travellers and misspelled names, and often lacks sufficient information to verify the identity of an individual listed.

As Lewis told the Bulletin, "If I can be stopped, anyone can. And, if someone with a white Anglo-Saxon name like me is having problems, how much worse is it for people with Muslim names?"

Tenaciously, while still at the conference in Chicago, Lewis found the number of the TSA ombudsman and called the office. He was told he would be sent forms, which would allow him to apply to get his name off the list.

Lewis said he's not confident of his success when it took Kennedy, a member of Congress and one of the best-known American politicians, several weeks to get off the list after a series of phone calls to Homeland Security chief Tom Ridge.

"I'm not optimistic," Lewis said. "Although the people I dealt with while trying to get into the States were cooperative, there is still the likely possibility of encountering someone more zealous. Someone who thinks being on the list means I'm a criminal or terrorist.

"It's a very scary prospect. What does this mean for my future travel, even outside the U.S.? This could turn into a horror story for me. Imagine travelling home from Mexico via the U.S. and having to go through a Spanish interpreter, or getting pulled aside in another place whose judicial system requires that the burden of proof of one's innocence rests with the accused?" ■

COMMENTARY
TRIBUNE LIBRE

PRESIDENT'S COLUMN

Killer Lurks in Walls & Ceilings

By LORETTA CZERNIS

THE University of Manitoba's anthropology department has lost two members of its academic staff to a rare and fatal form of cancer – mesothelioma. One thing known about mesothelioma is its cause – exposure to asbestos.

Since many of our post-secondary institutions are riddled with asbestos, the deaths at Manitoba should alert all academics to the very real danger we face. Although the use of asbestos was banned in Canada in the 1970s it continues to be a danger because construction and renovation up until that time involved the use of a variety of products that contained asbestos, including floor coverings, ceiling tiles, paints, insulation, pipe coverings and wall board. In most cases that asbestos is still in our workplaces and poses a serious health risk as it is loosened by renovation, by normal wear-and-tear, by deterioration and by accidental disturbance.

Many of us have been working with asbestos around us for years. In most cases – as I suspect was true for our deceased colleagues at Manitoba – we have been unaware of the danger. But the inhalation hazards associated with asbestos are too real to ignore any longer.

Some of our colleagues have been made aware of asbestos only after their institutions acknowledged its use and started removing asbestos material from buildings. Normally it should be easy to tell when asbestos is being removed. There should be thorough measures in place indicating a hazard. The area should be cordoned off, with portions sealed, and signs should be posted clearly stating the nature of the work. Removing asbestos is serious business because fibres are released into the air. We breathe in these fibres and we carry them home on our clothes.

Unfortunately, asbestos is not always properly removed. And it is likely that asbestos material is disturbed during renovations or repairs because our institutions have not adequately mapped where asbestos exists. So maintenance and academic staff alike may be unaware of the exposure risk they face.

The dangers of asbestos have been known since the time of Pliny the Elder. The worry about mesothelioma has become more acute recently as we have learned it can be caused by relatively low and short-term levels of exposure to asbestos – unlike other asbestos-generated diseases such as asbestosis. In 2003, researchers at the National Institute of Public Health in Quebec discovered that women in the Chaudière-Appalaches area (home of Canada's chrysotile asbestos, or "white" asbestos mines) have the highest rate of mesothelioma in the world. Most of these women have never worked in the chrysotile mines, but other family members were carrying home asbestos dust and fibres on clothing and skin.

We can only protect ourselves if we know our workplace from the inside-out. Asbestos is now a regulated substance in almost *all* jurisdictions in Canada, so our administrations are obligated to

See KILLER Page A4 ☞

LE MOT DE LA PRÉSIDENTE

Un tueur parmi nous

Par LORETTA CZERNIS

DEUX professeurs du département d'anthropologie de l'Université du Manitoba sont décédés d'une forme rare et fatale de cancer, le mésothéliome. Ce que l'on connaît du mésothéliome, c'est sa cause : l'exposition à l'amiante.

Étant donné que ce matériau règne au sein d'un grand nombre de nos établissements postsecondaires, les décès survenus au Manitoba devraient mettre tous les universitaires en garde contre le véritable danger auquel nous sommes confrontés. Même si son utilisation est interdite au Canada depuis les années 1970, l'amiante pose toujours un danger du fait que les travaux de construction et de rénovation réalisés jusqu'à cette époque faisaient appel à une variété de produits contenant de l'amiante, tels les revêtements de sol, les carreaux de plafond, les peintures, les isolants, les revêtements de tuyaux et les panneaux muraux. Dans la plupart des cas, cet amiante se trouve toujours dans nos milieux de travail et constitue un sérieux risque pour la santé à mesure que la poussière d'amiante est libérée par suite de travaux de rénovation, de l'usure normale, de la détérioration et des perturbations accidentelles.

Bon nombre d'entre nous sommes entourés par de l'amiante depuis des années. Le plus souvent – comme c'était le cas, je crains bien, de nos collègues décédés au Manitoba – nous n'avons pas été conscients du danger. Mais les dangers d'inhalation associés à l'amiante sont trop réels pour être ignorés davantage.

Certains de nos collègues ont été sensibilisés à l'existence de l'amiante uniquement après que leurs établissements eurent reconnu son utilisation et entrepris de désamianter leurs bâtiments. En temps normal, il devrait être facile de savoir quand une opération de désamiantage est en cours. Des mesures de sécurité devraient être mises en place pour signaler l'existence d'un danger. La zone devrait être bouclée et certaines portions isolées, et des panneaux indiquant clairement la nature des travaux devraient être érigés. Le désamiantage est une activité très sérieuse car il libère des fibres dans l'air. Puis nous respirons ces fibres et nous les transportons sur nos vêtements.

Malheureusement, les bâtiments ne sont pas toujours bien débarrassés de l'amiante qu'ils contiennent. Et il est possible que des particules d'amiante soient déplacées durant les travaux de rénovation ou de réparation parce que nos établissements n'auront pas bien délimité la zone où se trouve l'amiante. Aussi se peut-il que les employés d'entretien tout comme les membres du corps universitaire ne sachent pas qu'ils sont exposés à un risque.

Les dangers de l'amiante sont connus depuis l'époque de Pline l'Ancien. La crainte du mésothéliome s'est intensifiée dernièrement depuis que nous avons appris qu'il pouvait être causé par suite d'une exposition relativement courte et à court terme à l'amiante – contrairement à d'autres maladies imputables à l'amiante telles que l'amiantose. En 2003, les chercheurs de l'Institut national de santé publique du Québec ont découvert que les femmes de la région de la Chaudière-Appalaches (foyer de l'amiante chrysotile ou des mines d'amiante « blanc » au Canada) enregistraient le taux de mésothéliome le plus élevé au monde. Pour la plupart d'entre elles, ces femmes n'avaient jamais travaillé dans les mines de chrysotile. Par contre, d'autres membres de leur famille transportaient à la maison de la poussière et des fibres d'amiante sur leurs vêtements et leur peau.

Voir UN TUEUR à la page A4 ☞

Tenure Track & Reproductive Track on Collision Course

By WENDY ROBBINS

YOU have probably never been called "Professor Pregnant." I have. A pregnant faculty body was an oddity back in the 1970s. Who would have guessed that combining an academic career with children would remain so fraught with obstacles a generation later? Why are gifted young professional women with a string of university degrees stopping, or dropping, out of the professoriate, saying "it just ain't worth it"? Or, at the other extreme, why are career women delaying childbearing until almost age 40, sometimes banking their eggs, only to run the punishing marathon of new reproductive technologies?

In the era when I had my children, women professors were so scarce and so lacking a sense of tradition that Canadian novelist Marian Engel tried different titles for her pioneering story about a lusty, intelligent, misfit academic – first, *No Clouds of Glory* (with its self-mocking, Wordsworthian overtones), then *Sarah Bastard's Notebook*, which was more to the point. "Bastard" captures that sense of alienation and illegitimacy that, a decade later, would lead to other angst-ridden labels, such as "chilly climate" and, its internalized counterpart, "feeling-like-a-fraud."

The percentage of professors in Canada who are women is still remarkably low – 33.9 per cent of all "female university teachers," according to data from the Organisation for Economic Co-operation and Development (which relegates Canada to 12th place). And according to CAUT's 2004 Almanac, 28.7 per cent of full-time professors at all ranks and only 15.1 per cent of full professors are women. Women faculty who try to combine an academic career with children are an even scarcer group.

According to the 2001 Census, 49.6 per cent of all academic women aged 35–39 (considered by experts to be the most pertinent cohort) reported having no children under the age of 12 at home. This compares with figures of 45.6 per cent of all women PhDs, 42.3 per cent of women lawyers, and only 32.9 per cent of women physicians. This system of reporting supplies an incomplete picture of children and family formation. It does not account for non-custodial parents, may not account for shared-custody parents and misses parents of older children, for example. But it does indicate that the "baby gap" is not just a matter of "more education, fewer children."

Women PhDs on the whole have more children than those women PhDs who have chosen university teaching as a career. And women lawyers and doctors, also highly-educated professional women, have more children still. Women academics practically qualify as an endangered species. How will we reproduce ourselves? We aren't having children and we are neither diverse nor ideal role models for our students.

One of my academic friends tells me of how a woman graduate student came to her recently for some personal and professional mentoring. "You are the only one in the department," the student began, "who has a *life*." By this she meant my friend has not only an academic job, but also a partner and a child.

My own daughter, a brilliant young woman with a doctorate and a Yale law degree, is thinking about switching from practising to *teaching law – a cherished, long-*term goal, moved forward now in part in the belief that her work hours as an academic would be, if not fewer, at least more flexible and more compatible with starting a family. The new baby gap evidence, however, suggests the contrary, and it points to the need for research to identify what other types of pressures and practices specific to, or exacerbated by, the academy are contributing factors.

New data also reveal some interesting differences between Canadian academic women's and men's marital status. Female professors are more likely than their male counterparts to never marry (29.8 per cent vs. 25.5 per cent), and much more likely to divorce (15.3 per cent for women vs. 9.6 per cent for men.)[1]

At the University of California, Berkeley, Mary Ann Mason and Marc Goulden have done extensive research on the impact of babies on tenure and vice versa (labelling the phenomenon of "the tenure baby"). We need similar qualitative research in Canada. Their recommendations for such things as the option to acquire tenure on a part-time basis, provide a blueprint for universities interested in attracting and retaining new faculty. As Jane Jenson, a "social architecture" authority at the University of Montreal, argues in her new report on Canadian social policy, in general the post-1945 vision no longer fits current realities. A fundamental rethink and redesign are called for.

There is truth in the slogan "every mother is a working mother." And there may be truth in Lisa Belkin's New York Times article

See TENURE TRACK Page A6 ☞

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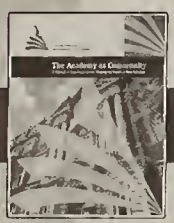

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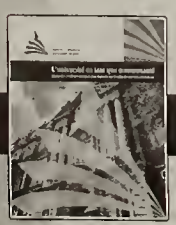

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NEWS ACTUALITÉS

Guelph Student Wins Fellowship

CHRIS Cutler, a PhD student at the University of Guelph, has been awarded CAUT's 2004 J.H. Stewart Reid Memorial Fellowship. CAUT presented the $5,000 scholarship to Cutler for his work on the development of environmentally sound and sustainable agriculture through integrated pest management and the conservation of beneficial insects. His current research focuses on the toxicology, non-target impacts and management potential of a novel insect growth regulator proposed for use in management of the Colorado potato beetle.

Following a Bachelor of Science at Memorial University of Newfoundland, Cutler completed a Master of Pest Management in nematology at Simon Fraser University. He has received a number of academic awards, including financial support from the Natural Sciences and Engineering Research Council of Canada, the Ontario Graduate Scholarship Program and the Entomological Society of Canada. In addition to several scholarly contributions, he has presented his academic research to numerous national and international conferences. Cutler is currently enrolled in the environmental biology/toxicology collaborative doctoral program at Guelph. ■

The J.H. Stewart Reid Memorial fellowship was established by CAUT through voluntary contributions by faculty associations and unions and individual faculty members from across the country to honour the memory of the first executive secretary of the association. The $5,000 fellowship is available to Canadian citizens or permanent residents who are working towards a doctoral degree at a Canadian university.

Version française à la page A10.

Killer Lurks in Walls & Ceilings

☞ From PAGE A3

know where it exists, to test for its presence in air and to take steps to eliminate the hazard. But too often they fail to fulfill this obligation properly. We need to find out what is inside of the walls and ceilings of our campus offices, labs, sporting facilities, classrooms and daycare centres. Faculty associations need to ask their representatives on joint health and safety committees to get copies of the institution's asbestos surveys. It is also prudent to consult with other unions on campus. Get to know the maintenance staff. These are the people who have seen the "insides" of our institutions. They have crawled into ceilings and basements, sometimes at risk to their own health. Buildings and grounds crews often know where asbestos is still prominent.

Recently a colleague told me he had worked in a space where asbestos materials were being removed, but he had received no information on hazards from his administration. Worse still, it appeared the materials were being removed by unskilled and improperly trained workers.

It is important to know our legal rights in such cases. Under labour law, we are protected. If there is physical danger in a workplace, if there is risk to human health, we have the right to refuse to work.

Our federal government shares some of the blame for the problem. Canada exports and markets chrysotile worldwide. Chrysotile asbestos accounts for about 99 per cent of the asbestos mined worldwide and Canada is the world's second leading producer. Already asbestos has been banned in most industrialized countries. A number of countries, including Greece, Portugal and Hungary are working hard to have it banned. Japan is currently attempting to put major restrictions on its sale and use. The International Labour Organization reports that 100,000 people die every year from past asbestos exposure.

On Sept. 18, 2004, Canada, along with several other producing and consuming countries, opted against the inclusion of chrysotile on the list covered by the Rotterdam Convention on trade in hazardous chemicals. When the United Nations first attempted to list chrysotile in November 2003 it was blocked by asbestos stakeholders led by Canada.

We need to act now to protect ourselves, our colleagues and our students in our universities and colleges, and we need to pressure our government to end its promotion of asbestos. ■

CAUT will be launching a national asbestos removal campaign in the next few weeks.

Un tueur parmi nous

☞ Suite de la PAGE A3

Nous ne pouvons prendre les mesures de protection adéquates que si nous connaissons à fond notre milieu de travail. L'amiante est maintenant une substance réglementée dans presque toutes les administrations publiques au Canada de sorte que celles-ci doivent obligatoirement savoir où l'amiante existe, tester sa présence dans l'air et faire le nécessaire pour éliminer les risques. Il arrive trop souvent, cependant, qu'elles manquent de se conformer pleinement à cette obligation. Il nous appartient de découvrir ce qui se trouve à l'intérieur des murs et des plafonds des bâtiments de nos campus, des laboratoires, des installations sportives, des salles de classe et des garderies. Les associations de professeurs doivent demander à leurs représentants des comités mixtes de la santé et de la sécurité d'obtenir des copies des enquêtes sur l'amiante de leur établissement. Il est également prudent de consulter les autres syndicats présents sur le campus. Faites connaissance avec les employés d'entretien. Le « coeur » de nos établissements n'a plus aucun secret pour eux. Ces gens ont exploré les coins et les recoins des greniers et des sous-sols, parfois au risque de leur propre santé. Les équipes préposées à l'entretien des bâtiments et des terrains savent souvent où se trouve le plus gros de l'amiante.

Un collègue m'a appris récemment qu'il avait travaillé dans un espace où l'on procédait au désamiantage et que son administration ne lui avait fourni aucune information sur les dangers courus. Plus grave encore, il semblerait que l'amiante était débarrassé par des ouvriers non qualifiés et insuffisamment formés.

Dans de telles circonstances, il est important de connaître nos droits reconnus par la loi. Le droit du travail nous protège. Nous avons le droit de refuser de travailler dans un milieu qui présente un danger physique ou qui pose un risque pour la santé des travailleurs.

Notre gouvernement fédéral porte sa part de responsabilité dans le problème. Le Canada exporte et met en marché du chrysotile dans le monde entier. Ce type d'amiante représente environ 99 % de l'amiante extrait dans le monde, et le Canada en est le deuxième producteur mondial. À ce jour, l'amiante est interdit dans la plupart des pays industrialisés. Un certain nombre de pays, dont la Grèce, le Portugal et la Hongrie, s'acharnent à le faire interdire. Le Japon tente à l'heure actuelle d'imposer des restrictions importantes à la vente et à l'utilisation de ce matériau. Selon l'Organisation Internationale du Travail, 100 000 personnes meurent chaque année d'une exposition préalable à l'amiante.

Le 18 septembre 2004, le Canada, ainsi que plusieurs autres pays producteurs et consommateurs, a voté contre l'inclusion du chrysotile dans la liste prévue par la Convention de Rotterdam sur le commerce des produits chimiques dangereux. Lorsque l'Organisation des Nations Unies a essayé pour la première fois de faire figurer le chrysotile sur la liste en novembre 2003, la tentative a été bloquée par un front commun de partenaires de l'amiante sous la direction du Canada.

Il nous faut agir maintenant pour nous protéger nous-mêmes mais aussi nos collègues et nos étudiants dans nos universités et collèges. Et il nous faut insister auprès de notre gouvernement pour qu'il mette fin à la promotion de l'amiante. ■

L'ACPPU lancera dans les prochaines semaines une campagne nationale de désamiantage.

NEWS ACTUALITÉS

CAUT to Speak at International Gathering

Tokyo meeting seen as chance to influence global guidelines.

CAUT has been invited to join the official Canadian delegation to the next UNESCO and OECD meeting aimed at drafting international guidelines on quality assurance in cross-border higher education.

The meeting is the second in a series of initiatives by both parties to hammer out an international agreement on accreditation and quality assurance. The project is in response to the growth in cross-border higher education and the emergence of commercial providers.

In a discussion paper released earlier this year, the OECD stipulated that new quality assurance guidelines should be designed to encourage the expansion of private and for-profit higher education providers.

David Robinson, CAUT's associate executive director of research and advocacy, said CAUT will have a very different message to deliver to the meeting.

"Any guidelines that are developed must be based on educational, not commercial objectives," he said. "There must also be a recognition that you can't have quality without guaranteeing the academic and employment rights of staff."

The UNESCO-OECD drafting meeting will take place Oct. 14–15 in Tokyo, Japan. ■

Federal Heritage Committee Proposes 'Tax' on Educational Use of Internet

CANADA'S education community, including teachers unions, school boards and provincial ministries of education, has united to oppose a recommendation from the House of Commons Standing Committee on Canadian Heritage that would force schools, colleges and universities to pay a license fee to use material on the Internet.

The committee's recommendation, and the angry response it has prompted, has arisen because Canadian copyright law currently makes many educational uses of the Internet technically illegal.

"What we are concerned about is the material on the Internet that is currently freely available to the public – which represents the vast majority of Internet content," said Ken Field, who chairs CAUT's copyright working group.

"The problem is that the downloading and sharing of this material between and among students, teachers and librarians can be a violation of the Copyright Act. It doesn't matter if the material was posted on the Internet with no expectation of payment, and no one is out of pocket, it can still be an infringing activity."

To address this problem, the education community is calling for an amendment to the Copyright Act to allow users engaged in learning activities at public education institutions to freely access public information on the Internet. The amendment would not apply to commercial material protected by passwords, encryption or other means.

"The education community pays millions of dollars a year to use copyrighted works for educational purposes," Field said. "What we don't want is to also have to pay for material that is free, and this is exactly what the Canadian Heritage Committee is suggesting."

The committee, chaired by MP Sarmite Bulte, recommended in its interim report on copyright reform that Ottawa create a regime of extended licensing, which would require educational institutions to pay a fee to the representatives of businesses selling material on the Internet. In exchange, institutions would be entitled to some form of exemption from legal liability for using the Internet. The report also said a licensing regime should not apply to public information.

Field said that assurance does not inspire confidence. "First, the committee's understanding of publically available material is so narrow that it only covers a small percentage of material on the Internet. Second, the way the proposal is framed, we still have to pay the license fee for commercial products that we don't want in order to gain permission to access the free material that is of actual interest to us. In essence the committee is saying, yes there is a free public buffet of food, but you have to buy a $100 bottle of champagne if you want to eat it. What we're saying is, we'll take the free material and you can keep your champagne."

Stakeholders in the copyright reform process have been watching the debates over tighter regulation with interest.

Sue Lott of the Public Interest Advocacy Centre, while strongly opposed to the committee's licensing scheme, worries the bigger issues associated with copyright reform will be lost in the uproar over education.

"The committee's report also deals with the ratification of international copyright treaties, photographic works, Internet service provider liability and interlibrary loans," she argues. "On each of these issues the committee sided firmly with the owners of copyright material at the expense of public access. At the end of the day, Canada needs a law that fairly deals with the interests of both owners and users of copyright works. It would not be in the public interest to see an important but narrow victory on the education amendment while the rest of the Act slides further into disrepute as a tool of the recording and publishing industries."

Field agrees, but says the education amendment is only one part of CAUT's concern to establish some balance in the copyright legislation. "The interests of actual creators of material, as opposed to the corporate recording and publishing industry, must be taken very seriously. We would not be pursuing this if we believed it was to the detriment of individual artists, painters and writers, including our own members," he said.

"Industry Canada has specifically examined the economic impact of the education amendment on creators and concluded it would be minimal to nonexistent. We are, after all, talking only about material that has been posted on the Internet by its owner for the specific purpose of public sharing."

As to where this process will lead, Field is optimistic. "If enough pressure is applied, we can turn the government, if not the committee, around on the education amendment and their whole approach to copyright," he said. "The committee's recommendation is problematic on its face, but as you dig deeper it becomes even more suspect. Canadian content is estimated at about 3 per cent of the material on the Internet. Who in Disneyland and Hollywood is the committee going to be sending the bulk of the license money to?"

He also said the current minority government situation provides a unique opportunity. "When parliament resumes sitting, the MPs will be particularly sensitive to public concerns. More doors and ears will be open as a result." ■

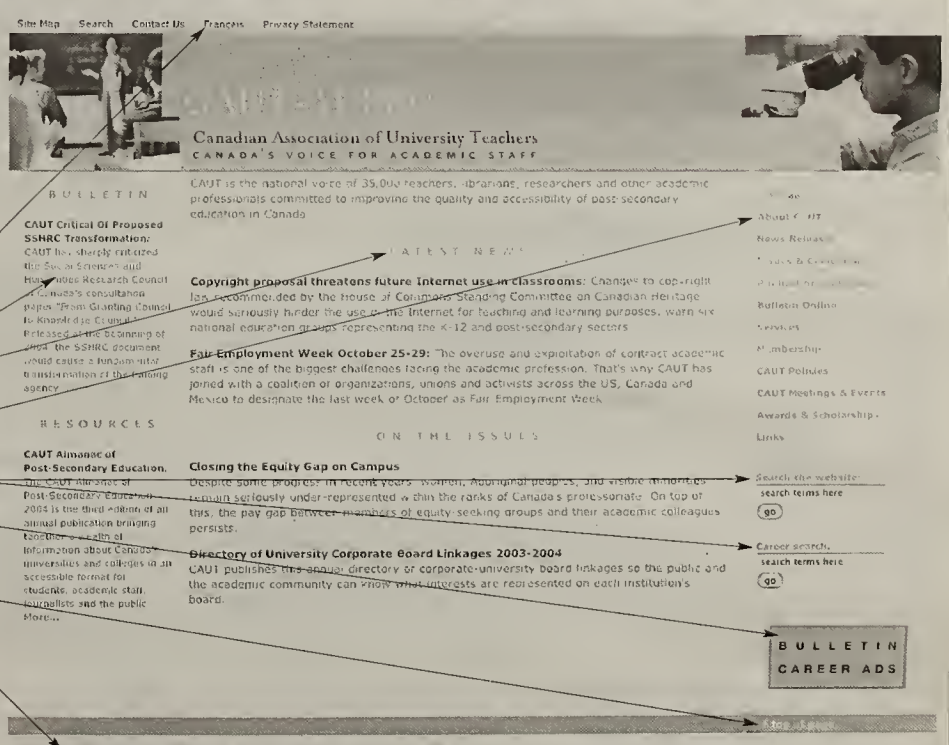
CAUT Launches Redesigned & Expanded Web Site

CAUT launched a redesigned version of its web site in early September 2004. The address remains the same – www.caut.ca.

"We aimed to develop a site that is easy to navigate. It also has been designed so that each page, when printed, will automatically be output in a printer-friendly format," says David Robinson, CAUT's associate executive director of research and advocacy.

Some New Features

- Easy access to the alternate language version. The link offers browsers the ability to switch to the same page in the other language (French or English).
- Only one mouse click and browsers can read the current Bulletin online edition.
- Latest news updated frequently.
- New navigation sidebar provides access to the entire site from any page. New breadcrumb navigation displays location in the site.
- Directed searches – search the entire site or just the job ads.
- Immediate access to career advertising in the Bulletin.
- This link appears on every page. For long pages, this features allows browsers to revert back to the top of the pege to regain access to the navigation menu.
- Banner contact information on every page.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If you have referenced CAUT's site in the past, be sure to review and update any links you may have in your documents, and don't forget to bookmark us! ■

Version française à la page A7.

KEEPING CAUT MEMBERS COVERED

Professional Effects Insurance Rider Now Available

CAUT is pleased to announce the introduction of a professional effects rider that can be added to a home insurance policy with Johnson Inc. This coverage is primarily intended for academic staff who use personal items in their profession or occupation at their place of work.

Many academic staff purchase tools of their trade out of their personal funds, or through research grants, and use them at their workplace. However, if a computer is stolen or a personal library destroyed, generally university insurance will not cover such losses. Even where coverage might be available, the deductible is usually so large that a claim is irrelevant.

The professional effects rider will provide protection in the event of loss up to a maximum of $25,000. The rider also removes any question about whether the property is temporarily removed from the primary residence or whether it is property pertaining to a business (which may have a restricted limit). This rider is also used to cover professional or business property in the home where the policyholder is not self-employed, but maintains a home office and is concerned about the policy limits for business property.

Professional effects rider:
- Coverage is on an all risk basis, anywhere in Canada and the United States.
- Premium is 1% of the coverage limit chosen, to a maximum coverage limit of $25,000.
- Claims are subject to the home insurance policy deductible.

For more information or to add the professional effects rider to your current Johnson home insurance policy, please contact your assigned Johnson Inc. service supervisor. To obtain a new quote, please call Johnson at 1-800-563-0677 and identify yourself as a CAUT member, quoting our group ID code: US.

Similar coverage is available in Quebec through our strategic partnership with La Capitale General Insurance Inc. Different rates may apply.

UNE PROTECTION ACCRUE POUR LES MEMBRES DE L'ACPPU

Avenant « Assurance des biens professionnels »

L'ACPPU est heureuse d'annoncer à ses membres la possibilité de souscrire un avenant à la police d'assurance habitation de Johnson Inc. qui couvre les biens professionnels. Cette garantie supplémentaire est offerte principalement aux membres du corps professoral qui utilise leurs effets personnels dans le cadre de leur travail ou à leur lieu de travail.

Bon nombre de ces membres achètent avec leur argent personnel ou à l'aide de subventions de recherches les effets professionnels qu'ils utilisent à leur travail. Cependant, lorsqu'un ordinateur est volé ou qu'une bibliothèque personnelle est détruite, la police d'assurance de l'université est trop générale pour couvrir ces pertes. Et même dans le cas où il existe une certaine protection, la franchise est en général tellement élevée qu'il ne vaut pas la peine de soumettre une demande d'indemnité.

L'avenant « Assurance des biens professionnels » offre une protection en cas de perte jusqu'à concurrence de 25 000 $. De plus, il élimine la question de savoir si le bien a été déplacé provisoirement de la résidence principale ou si le bien appartient à une entreprise (laquelle peut avoir une limite d'indemnité). Cette garantie supplémentaire sert également à couvrir les biens professionnels ou les biens d'entreprise dans la résidence où le titulaire de police n'est pas un travailleur autonome, mais où il tient un bureau à domicile et où il est attentif à la limite de la police couvrant les biens d'entreprise.

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- il s'agit d'une assurance tous risques *qui s'applique partout au Canada et aux États-Unis*.
- Les primes sont fixées à 1 % de la limite de protection retenue, jusqu'à concurrence de 25 000 $.
- Les demandes d'indemnité sont réglées sous réserve de la franchise de la police d'assurance habitation.

Pour plus d'information ou pour ajouter l'avenant à votre police d'assurance habitation en vigueur de Johnson, veuillez communiquer avec votre superviseur Johnson Inc. attitré. Pour faire une nouvelle demande de soumission, veuillez appeler Johnson au 1-800-563-0677, vous identifier en tant que membre de l'ACPPU et mentionner votre code de groupe : US.

La même garantie supplémentaire est disponible au Québec dans le cadre d'un partenariat stratégique avec La Capitale assurances générales inc. Les tarifs peuvent toutefois différer.

Canadian Association of University Teachers
Association canadienne des professeures et professeurs d'université

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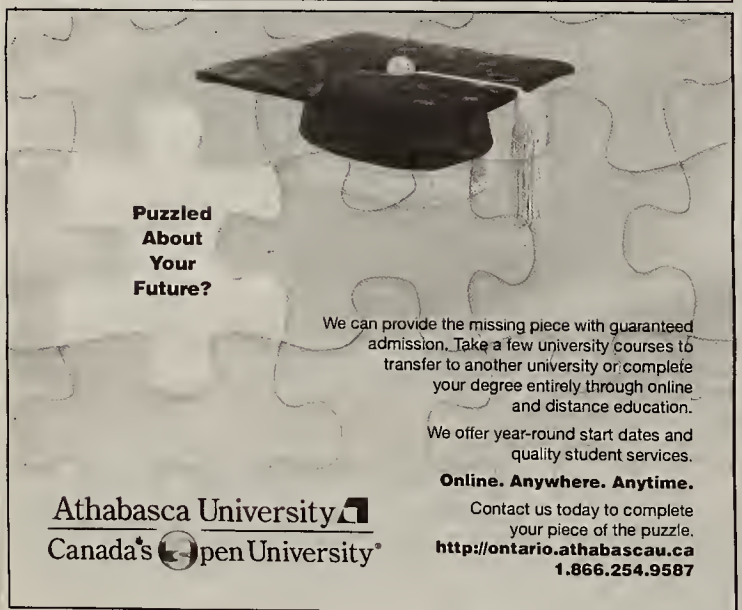
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ACTUALITÉS

Nouvelle convention obtenue de justesse à Moncton

LES professeurs et bibliothécaires de l'Université de Moncton ont voté à 56,6 % en faveur d'un nouveau contrat de travail de quatre ans survenu en septembre.

« Malgré toutes les tentatives d'ébranler notre syndicat de la part de l'employeur, nous avons réussi à faire des gains substantiels sur le plan normatif ainsi que sur une augmentation salariale de 17,7 % sur quatre ans », précise Paul Deguire, président de l'Association des bibliothécaires, professeures et professeurs de l'Université de Moncton (l'ABPPUM).

« Alors que la ronde de négociations entourant le renouvellement de la convention collective de 2000 s'est conclue par l'issue d'une grève, cette ronde-ci s'est terminée de peu sans l'exercice de ce moyen de pression ultime. Même l'entente de principe a été entérinée de justesse avec un vote de 56,6 %; d'une certaine façon, les membres en veulent à leur administration en qui ils n'ont pas confiance en ce qui a trait à la façon dont les nouvelles dispositions sur la charge de travail seront administrées. »

Faisant suite à la dernière rupture des négociations, un vote de grève a été tenu le 10 septembre dernier en présence d'environ 80 % des membres de l'ABPPUM. Selon M. Deguire, le vote de grève de 75 % a été utilisé par la direction de l'université pour affirmer que le syndicat détenait une faible position. « L'employeur s'est même adressé directement au personnel enseignant à trois reprises au cours des négociations pour essayer d'affaiblir le syndicat », dit M. Deguire.

Avec une convention échue depuis le 30 juin 2003, la partie syndicale a dû se tenir debout, entre autres, pour ne pas perdre certaines dispositions actuelles de la convention ainsi que pour essayer de diminuer l'écart salarial entre ses membres et leurs collègues anglophones du Nouveau-Brunswick.

En cours depuis plus d'un an, les négociations ont été interrompues à plus d'une occasion et s'éternisaient. En fait, les membres de l'ABPPUM ont rejeté à deux occasions et par une écrasante majorité les offres patronales déposées antérieurement avec le comité de négociation.

Cet été, les rumeurs voulaient que l'université décrète même un lock-out. Moncton aurait été une des seules universités au pays à user de cette tactique.

« Encore une fois, nous avons la preuve que l'union fait la force et que nous devons nous battre même pour maintenir des gains effectués antérieurement », affirme M. Deguire. ■

L'ABPPUM a été accréditée le 15 octobre 1976 et représente actuellement environ 300 professeures, professeurs et bibliothécaires à plein temps et à temps partiel. Le syndicat est affiliée à l'ACPPU et à la Fédération des associations de professeures et professeurs d'université du Nouveau-Brunswick.

Tenure Track & Reproductive Track on Collision Course

☞ From PAGE A3

"The Opt-Out Revolution" (26 Oct. 2003) that opined: "Why don't women run the world? Maybe it's because they don't want to." But there is also truth in the economic analysis that shows the staggering effect on women's financial well-being of taking time off without pay, or with reduced pay, especially early on, and the risks of becoming "deskilled." On the other side of the coin are the health consequences of chronic, multiple-role stress.

Parenting leaves, open to women and men, hold the potential for change, even if, for now, considerably more women than men opt to use them. But you would be hard-pressed to find a diaper-change table, or weekend or drop-in childcare, or job-splitting, on most campuses. And that's just the beginning. Imagine a world – or even just a university – where bearing and raising children, and other profound acts of care giving, might be perceived, not as diluting one's professional focus, but enriching it. ■

1. The data are in Ivory Towers: Feminist Audits 2004 (www.fedcan.ca/english/policyandadvocacy/win/publications.cfm). Ivory Towers is produced annually for the Canadian Federation for the Humanities and Social Sciences, PAR-L and CAUT.

Wendy Robbins, on sabbatical leave from the University of New Brunswick, is CAUT's 2004 visiting scholar. Professor Robbins wishes to acknowledge the expert assistance of Doug Norris, director general of Statistics Canada's social statistics branch, and Michael Ornstein, director of the Institute for Social Research at York University, in the project of culling data from the 2001 Census on children of female professors.

The views expressed are those of the author and not necessarily those of CAUT.

HOMEWORK!

A Network of Acquaintances

Some of the pairs of readers of the CAUT Bulletin consist of mutual acquaintances. For the rest of the pairs, the two are not acquainted. Suppose that to each reader, we assign the number of that reader's acquaintances among the others. It turns out that the total of all these numbers is even, and also that there are two readers with exactly the same number of acquaintances. Why is this so?

Homework!, a regular feature of the Bulletin, comes to readers compliments of Edward Barbeau, professor of mathematics at the University of Toronto. Answer on page B1.

NEWS ACTUALITÉS

Dans les mailles du filet antiterroriste

☞ Suite de la PAGE A1

a été annulé en raison des conditions météorologiques. Finalement, M. Lewis a été obligé de passer la nuit à Toronto.

Le lendemain matin, il s'est présenté à nouveau à la douane américaine et a demandé des explications sur l'incident de la veille. On lui a répondu qu'on ne pouvait rien lui dire.

Une fois rendu à Chicago, il a tenté de tirer la situation au clair. Il a téléphoné au Bureau des passeports au Canada et s'est vu confirmer que son passeport était bien en règle. Il a ensuite appelé le consulat canadien à Chicago et s'est fait répondre qu'il s'agissait « d'un problème américain » et qu'on ne pouvait rien faire pour lui.

Se souvenant vaguement d'avoir lu dans le journal qu'on avait empêché le sénateur américain Edward Kennedy de prendre l'avion dans des aéroports américains, M. Lewis a décidé de faire une recherche sur Internet à l'aide du moteur Google. C'est là qu'il a appris que le sénateur Kennedy s'était vu refuser l'embarquement parce que son nom figurait sur la liste des « personnes interdites de vol » établie par la Sécurité des Transports (TSA) américaine. (Cette dernière porte sur la liste les noms des personnes que lui transmettent le FBI et les organismes de renseignements.) M. Lewis a aussi découvert que deux autres hommes portant le nom de « John Lewis » avaient été interpellés à des aéroports aux États-Unis parce que leur nom était semblable à un autre qui se trouvait sur la liste.

La liste des « personnes interdites de vol » est une mesure de sécurité que l'administration américaine a adoptée par suite des événements du 11 septembre 2001. On ne peut toutefois pas dire avec certitude si elle est utilisée uniquement dans le contexte de la lutte antiterroriste ou si elle s'applique indistinctement à toutes les mesures d'exécution de la loi.

La Commission américaine de la sécurité des transports ne tient pas de registre du nombre de passagers qui se sont fait interdire l'embarquement ou qui ont été retardés parce que leur nom figurait sur la liste, ou encore du nombre de personnes dont le nom a été associé par erreur à un nom sur la liste ou qui ont été interpellés par erreur. Cependant, selon des données empiriques, la liste des « personnes interdites de vol » – tout comme les autres listes de surveillance qui ont été créées dans la foulée du 11 septembre 2001 – est farcie de noms mal orthographiés et de noms de personnes identifiées à tort sur la base de renseignements insuffisants.

Comme James Lewis l'a déclaré au Bulletin : « Si je peux être interpellé, tout le monde peut l'être. Et si quelqu'un portant un nom typique d'un Anglo-Saxon blanc comme le mien éprouve des difficultés, on ne peut imaginer les problèmes que rencontrent les personnes ayant des noms musulmans.

Pendant qu'il se trouvait encore à la conférence à Chicago, M. Lewis, ne voulant nullement lâcher prise, a téléphoné au bureau de l'ombudsman de l'Administration de la sécurité des transports. On lui a dit qu'on lui ferait parvenir des formulaires de demande pour que son nom soit retiré de la liste.

M. Lewis nous a dit qu'il n'était pas sûr d'avoir réussi quand on pense que le sénateur Kennedy, l'un des hommes politiques américains les mieux connus, a dû téléphoner à plusieurs reprises au chef de la Sécurité intérieure, Tom Ridge, et attendre des semaines avant de faire retirer son nom de la liste.

« Je ne suis pas optimiste », admet M. Lewis. « Les gens à qui j'ai eu affaire tout au long de mon "voyage" vers les États-Unis ont certes été coopératifs, mais il n'en demeure pas moins possible de se trouver un jour en face de quelque zélé. Quelqu'un pour qui l'inclusion de votre nom sur la liste fait de vous nécessairement un criminel ou un terroriste.

« Je tremble, rien que d'y penser. Que m'arrivera-t-il lors de mes futurs voyages, même à l'extérieur des États-Unis? Cela pourrait tourner carrément au cauchemar. Imaginez que je rentre du Mexique via les États-Unis et qu'il me faille recourir à un interprète espagnol ou bien que je sois interpellé dans un autre pays où, en vertu du système judiciaire local, il incombe à l'accusé de faire la preuve de son innocence. » ■

CESPM : les étudiants s'endettent de plus en plus

SELON une récente étude de la Commission de l'enseignement supérieur des Provinces maritimes (CESPM), l'augmentation des frais de scolarité et la hausse des niveaux d'endettement diminuent les chances d'un plus grand nombre d'étudiants qualifiés dans les Maritimes de poursuivre des études universitaires.

Le rapport d'étude intitulé *Un héritage durable : l'incidence des antécédents familiaux en matière d'études sur la réussite des diplômés* révèle qu'un plus petit nombre d'étudiants de la région sont issus des groupes socio-économiques plus faibles.

Les auteurs du rapport constatent que les étudiants dont les parents ont un diplôme d'études secondaires ou moins sont de moins en moins susceptibles d'envisager des études universitaires à cause des coûts de scolarité.

Selon le rapport, entre 1996 et 1999 – période caractérisée par des augmentations marquées des frais de scolarité – « le pourcentage des diplômés issus de ménages où le plus haut niveau de scolarité était le baccalauréat ou un grade supérieur a progressé de cinq points. Au cours de la même période, le pourcentage des diplômés issus de ménages où le plus haut niveau de scolarité était le diplôme d'études secondaires ou moins a baissé de six points ».

Le rapport soutient que l'écart de participation grandissant entre les étudiants de différents groupes socio-économiques est attribuable aux augmentations des droits de scolarité et au changement de cap que les gouvernements et les universités ont fait prendre à leurs politiques d'aide financière qui est passée de subventions et de bourses à des prêts.

Le rapport révèle également que les étudiants s'endettent davantage pour financer leurs études postsecondaires.

En plus de signaler une augmentation de 30 % du montant moyen emprunté entre 1996 et 1999, le rapport enregistre une augmentation de 8 points du pourcentage des diplômés universitaires des Maritimes qui ont déclaré avoir emprunté de l'argent pour financer leurs études.

Le rapport indique aussi que les étudiants issus des milieux moins aisés sont plus susceptibles de recourir à des prêts pour financer leurs études universitaires et de devoir beaucoup d'argent à la fin de leurs études.

« Deux ans après l'obtention du diplôme, les diplômés issus des milieux familiaux les moins éduqués sont beaucoup moins susceptibles d'être libres de dettes, ils doivent plus d'argent en moyenne et ils ont un rapport dette-gains plus élevé que les diplômés provenant de milieux familiaux plus éduqués », conclut le rapport. ■

Le rapport de la Commission est disponible à l'adresse www2.mphec.ca/francais/pdfs/Un_heritage_durable.pdf.

English on page A8.

L'ACPPU lance son tout nouveau site web

L'ACPPU a lancé une nouvelle version de son site web au début de septembre 2004. L'adresse reste la même : www.caut.ca.

« Nous avons cherché à concevoir un site offrant des fonctions de navigation conviviales et permettant de reproduire automatiquement chaque page dans un format imprimable », dit David Robinson, directeur général associé (recherche et promotion des intérêts) de l'ACPPU.

Nouvelles fonctions

- **Accès facile à l'information dans l'autre langue. Ce lien vous permettra d'afficher la page que vous visualisez dans l'autre langue (en français ou en anglais).**
- **En un seul clic vous pourrez lire la dernière édition du Bulletin interactif.**
- **Mise à jour des dernières nouvelles.**
- **Un nouveau menu de navigation latéral vous donne accès à l'ensemble du site à partir de n'importe quelle page. Une nouvelle piste de navigation vous indique où vous vous trouvez dans le site.**
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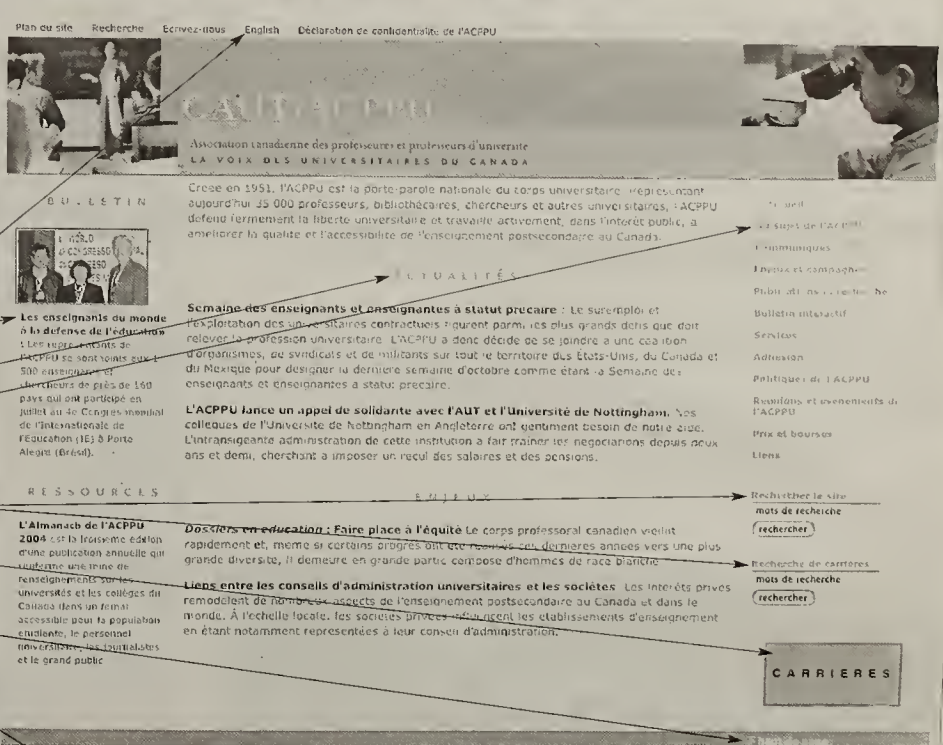
- **Accès immédiat à la rubrique des carrières dans le Bulletin interactif.**
- **Ce lien apparaît sur chaque page. Lorsqu'une longue page s'affiche, cette fonction vous permet de revenir immédiatement en haut de la page et de retrouver l'accès au menu de navigation.**
- **Toutes les coordonnées des personnes-ressources sont à portée de la main.**



N'oubliez pas d'inscrire notre site dans vos favoris! ■

English on page A5.

Driving into Windsor with Detroit, Michigan in the background

Careering along the tenure track...

The word "career" comes to us from the Latin *carrus* (chariot) which evolved into *cararia (*a track for wheeled vehicles) and eventually into the "running course" sense we use to describe our working lives. So it isn't surprising that career advancement can sometimes feel like a relentless race (Ben Hur comes to mind!) against the clock, with teaching, research and personal commitments all competing for your time.

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NEWS

MPHEC Study Shows Tuition Widening Gap Between Students

HIGHER tuition fees and rising debt levels are driving more qualified students in the Maritimes away from a university education, a recent study concludes.

The report released by the Maritime Provinces Higher Education Commission shows that fewer university students in the region are coming from lower socio-economic groups.

The report, A Lasting Legacy: The impact of family educational background on graduate outcomes, finds that students whose parents have only a high school education or less are increasingly unlikely to consider university because of the costs.

The report said that, between 1996 and 1999 – a period characterized by sharp tuition hikes – "the percentage of graduates from households where the highest level of educational attainment was a bachelor's degree or above increased by five percentage points. At the same time, the percentage of graduates from households where the highest level of educational attainment was a high school diploma or less decreased by six percentage points."

The report suggests the widening gap in participation by students from different socio-economic groups is the result of tuition increases and a shift in government and university policies away from grants and bursaries towards loans.

Students are also going deeper into debt to finance their post-secondary education costs, the report reveals.

Besides noting a 30 per cent increase in the average amount borrowed in three years, the report also registers an 8 per cent increase in the number of Maritime university graduates who had to borrow money to finance their education.

Students are going deeper into debt to finance their education costs.

The report says students from less well-off backgrounds were more likely to rely on loans to finance their university education and to graduate with significant debt loads.

"Two years after graduation, graduates from less educated family backgrounds are much less likely to be debt-free, owe more on average, and have a higher debt-to-earnings ratio than their peers from more highly educated backgrounds," the study notes. ■

The commission's 33-page report is available at www2.mphec.ca/english/pdfs/A_Lasting_Legacy.pdf.

Version française à la page A7.

First Nations Urge Tax Reversal

☞ From PAGE A1

But Fontaine indicated it is also a matter of principle. "We will not allow the government to tax our rights."

In the face of mounting criticism from the AFN and other groups, the tax department recently announced a one-year moratorium on reporting in order to consult further with students and band councils.

Fontaine said the AFN will use the delay to pressure the government to scrap its "wrong-headed and ill-advised proposal. We have more than a year to ensure that the right to education does not become a taxable benefit." ■

THE CAMARGO FOUNDATION FELLOWSHIP PROGRAM

The Foundation maintains in Cassis, France, a center for the benefit of scholars who wish to pursue studies in the humanities and social sciences related to French and francophone cultures. The Foundation also supports creative projects by visual artists, photographers, video artists, filmmakers, media artists, composers and writers. Creative projects do not need to have a specific French connection. For scholarly projects, research should be at sufficiently advanced stage so as not to require resources unavailable in the Marseilles-Cassis-Aix region. These geographical limits affirm the Foundation's identity and mission as a residential center as opposed to a research facility. The Foundation offers, at no cost, thirteen furnished apartments, a reference library, a darkroom, an artist's studio, and a music composition studio. The residential fellowship is accompanied by a stipend of $3,500, awarded automatically to each recipient of the grant. The normal term of residence is one semester (early September to mid-December or mid-January to May 31st), precise dates being announced each year. Applicants may include university and college faculty, including professors emeriti, who intend to pursue special studies while on leave from their institutions; independent scholars working on specific projects; secondary school teachers benefiting from a leave of absence in order to work on some pedagogical or scholarly project; graduate students whose academic residence and general examination requirements have been met and for whom a stay in France would be beneficial in completing the dissertation; visual artists, photographers, video artists, filmmakers, media artists, composers and writers with specific projects to complete. Applicants from all countries are welcome. Application deadline is January 15 for the following academic year.

For additional information and application forms, please log on to the Foundation's Web site: **www.camargofoundation.org** or write to:

THE CAMARGO FOUNDATION
U.S. Secretariat
125 Park Square Court
400 Sibley Street
Saint Paul, MN 55101-1928 USA

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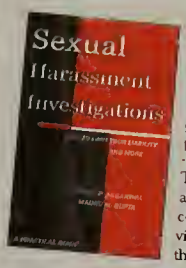

Sexual Harassment Investigations: A Practical Guide

Arjun P. Aggarwal & Madhu M. Gupta. Ottawa: Harassment Publications, 2004; 208 pp; ISBN: 0-9735335-0-1; paper $39.95 CA.

This book specifically deals with preventive and remedial steps for resolving harassment complaints in the workplace. The authors provide clear, concise and practical guidance on the most difficult challenges in investigating sexual harassment allegations and a roadmap for employers to effectively prevent such conduct in the workplace. *Sexual Harassment Investigations* is an indispensable manual for any personnel involved in the investigation of harassment complaints and can be used to train supervisors, managers, human resource professionals, union representatives, employment equity officers and both novice and experienced investigators alike. Designed to help readers identify their role and responsibility when dealing with sexual harassment issues, the book outlines how to respond effectively and how to conduct a proper and thorough investigation

The Education of Historians for the Twenty-First Century

Thomas Bender, Philip M. Katz, Colin Palmer & the AHA Committee on Graduate Education. Urbana & Chicago: University of Illinois Press, 2004; 240 pp; ISBN: 0-252-02898-8; hardcover $59.50 CA.; ISBN: 0-252-07165-4; paper $28.95 CA.

In 1962, the American Historical Association published a report on the status and condition of history education in U.S. colleges and universities. Addressing such issues as the supply and demand for teachers, student recruitment and training for advanced degrees, the report set a benchmark against which to judge the study of history thereafter. Both the American academy and the study of history have been dramatically transformed since the original study, but doctoral programs in history have barely changed. The AHA's new report, *The Education of Historians for the Twenty-first Century*, explains why and offers concrete, practical recommendations for improving the state of graduate education that have implications for the entire academy.

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Historian Takes Us Through Canadian Women's History

As we celebrate the 75th anniversary of the Persons Case Oct. 18, discover some heroines Canada can be proud of.

100 Canadian Heroines: Famous and Forgotten Faces

Merna Forster. Toronto: Dundurn Press, 2004; 320 pp; ISBN: 1-55002-514-7; paper $24.99 CA.

By WENDY ROBBINS

"If you've never heard of Helen McNicoll, you're not alone." So begins one of Forster's biographies – compact, powerful and multifaceted, like diamonds. Forster has researched 100 daring, indomitable, original, high-achieving, civic-minded, and all-too-often invisible, Canadian women, such as McNicoll, a gifted Impressionist painter. The foreword by Kim Campbell, Canada's first woman prime minister, drives home a key point: "In virtually all societies, leadership is gendered male."

Forster's poignant portraits include Viking Gudridur Thorbjarnardottir, the first white woman to reach North America, and Shanawdithit, the last Beothuk. There is Black rebel slave Marie-Joseph Angélique, who set ablaze her owner's house in eighteenth century Montreal, and Black abolitionist and women's emancipationist Mary Ann Shadd, the first woman to found and edit a newspaper in Canada. Early Native land claims activist Nahnebahwequay courageously petitioned Queen Victoria herself. The first Chinese woman to immigrate to Canada, Mrs. Kwong Lee, came in 1860 to live in a Victoria slum known as The Forbidden City. She had bound feet. Racism hobbled her whole community.

We encounter celebrated feminist Thérèse Casgrain, powerful Inuit artist Pitseolak, and union organizer Léa Roback, who led 5,000 garment industry workers on a massive strike in the 1930s. There are nuns and nurses, mountaineers and aviatrixes, grain-growers and sourdoughs, politicians and judges, authors and opera stars and fabulously wealthy businesswomen, such as evangelist Aimee Semple McPherson and Hollywood star Mary Pickford. We see the conscious, decisive action of Canada's best-known heroine, Laura Secord, setting out alone on her hazardous mission, without a camouflage of cows. The collection includes saints and mandarin (a title akin to knighthood) Leonora Howard King, who devoted her life to practising medicine in China – 60 years before Norman Bethune. Some women actually disguised themselves as men to accomplish their dreams.

Of most interest to Bulletin readers, perhaps, are the women academics. Carrie Derick earned international recognition for pioneering research on genetics and heredity and was listed in *American Men of Science* (1910). Although she met the requirements for a PhD, the University of Bonn would not award the degree to a woman. She published papers and joined professional associations not previously open to female academics, yet she struggled to be promoted to a lectureship at McGill University. She was a suffragist and reformer, lecturing the premier of Quebec on the merits of birth control. He dismissed her as "that old maid from McGill." But the most painful slight was working for three years as acting chair of the botany department, only to have McGill give the position to a younger American man. As a sop, McGill's board of governors appointed her a full professor in 1912, with no raise in salary, for, as the principal told her, it was a "courtesy title." Despite the insults and frustrations, Derick was the first woman ever appointed to a full professorship at a Canadian university.

Harriet Brooks was compelled by her employer to choose between marriage and her career at Columbia University's women's college. Outraged, she broke off her engagement and resigned her job, moving to Europe to work with Marie Curie. Eventually Ernest Rutherford lauded her as "next to Mme Curie ... the most prominent woman physicist in the field of radioactivity."

Maud Menten, a gifted biochemist armed with four degrees – including an MD and a PhD – who was unable to secure an academic position in Canada, continued her career in the U.S. With a colleague at the University of Berlin, she developed the Michaelis-Menten Equation for measuring the rate of a biological reaction catalyzed by enzymes – a process implicated in the production of most modern drugs. She also studied human hemoglobins using electrophoresis (predating Linus Pauling who usually gets the credit). Despite authoring or coauthoring about 100 research papers and making these important contributions to scientific and medical knowledge, she was not granted a full professorship until 1949, when she was 70 years old and a year from retirement.

Happier stories are those of Adelaide Hunter Hoodless, founder of Macdonald College, Anna Leonowens, governess in the household of the King of Siam and later first director of what became the Nova Scotia College of Art and Design, and Elizabeth Gregory MacGill, the first woman in Canada to receive an electrical engineering degree (from the University of Toronto in 1927). She was also the first woman in North America to earn a degree in aeronautical engineering.

Not since Judy Chicago's *The Dinner Party* have we been invited to quite such a smorgasbord of women's accomplishments – this one Canadian. The sense of excitement and pride that Archibald Lampman expressed on first reading Charles G.D. Roberts' *Orion*, of finding "one of ourselves" capable of greatness, or the emotion American Alice Walker reported on discovering Black foremother Zora Neale Hurston, which filled her with an inestimable "joy and strength and my own continuity" – this is the kind of luminous experience that awaits readers of *100 Canadian Heroines*.

"No they weren't the good old days. We tore out our hearts to change them" (Laure Gaudreault). The lessons that these life-sketches contain about creativity, imagination, passion for social justice, iron-willed endurance and humanitarian responses to discouragement or tragedy are rousing and unforgettable. The vignettes are finely grained and empirical and the documentation is unobtrusive but extensive, yet there should be more context and chronology. The alphabetical arrangement is not necessarily the best for a historical reference work and alternative lists of contents might well have been included: chronological, geographical, thematic. It would also have been interesting to have data showing who married, divorced, was widowed, and did or did not have children.

These suggestions hopefully can be incorporated in a further volume with more and/or more recent Canadian heroines, who, like these, live with the intelligence and commitment "to ring true and stand for something" (Agnes Cameron). ■

Wendy Robbins, on sabbatical leave from the University of New Brunswick, is CAUT's 2004 visiting scholar.

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NEWS ACTUALITÉS

Augustana Merges into the University of Alberta

Founded in 1910, Augustana became the newest campus and faculty of the University of Alberta on July 1, 2004.

FACING financial hardships as a private university, Augustana University College in Camrose has inked a deal to merge into the University of Alberta.

Under the plan, finalized in July, the Alberta government will pay $12 million over three years to revamp and upgrade existing classroom, research and administrative space at the Augustana campus and $7 million in additional annual operating funds. The province is also providing $7 million to fund the merger process.

Combining the campuses will enable the U of A to extend its programs to a rural community.

The merger is expected to support more than 1,000 students seeking degree-completion opportunities and help meet the increasing demand for post-secondary education in rural Alberta.

Augustana's acting dean Roger Epp said the deal is significant as "the barriers to participation in post-secondary education are huge in rural Alberta." ■

Lauréat de la bourse J. H. Stewart Reid

L'ACPPU a octroyé la bourse commémorative J.H. Stewart Reid de 2004 à Chris Cutler, étudiant inscrit au doctorat de l'Université de Guelph. L'ACPPU lui a remis la bourse de 5 000 $ pour ses travaux sur le développement de l'agriculture écologique et durable grâce à la lutte antiparasitaire intégrée et à la préservation des insectes bénéfiques. À l'heure actuelle, M. Cutler mène des recherches sur la toxicologie, les effets pervers et le potentiel de gestion d'un nouveau régulateur de croissance des insectes proposé pour la gestion du doryphore de la pomme de terre.

M. Cutler a obtenu un baccalauréat en sciences de l'Université Memorial de Terre-Neuve et une maîtrise en gestion des ravageurs (nématologie) de l'Université Simon Fraser. Il a reçu plusieurs récompenses universitaires, notamment des bourses du Conseil de recherches en sciences naturelles et en génie du Canada, du Régime de bourses d'études supérieures de l'Ontario et de la Société entomologique du Canada. En plus de ses nombreuses contributions à des revues scientifiques, il a présenté ses travaux de recherche universitaires à diverses conférences nationales et internationales. M. Cutler est inscrit au programme de doctorat conjoint en biologie environnementale/toxicologie à Guelph. ■

English on page A4.

3M TEACHING FELLOWSHIPS
PRIX D'ENSEIGNEMENT 3M
2005

Call for Nominations

The Society for Teaching and Learning in Higher Education (STLHE) and 3M Canada are pleased to announce the continuation of the 3M Fellows Program with up to 10 awards for 2005.

The Award
- A citation of excellence presented at the STLHE Conference in June in recognition of exemplary contributions to teaching and learning.
- An all expense paid 3-day retreat at Fairmont Le Château Montebello, November 5–7, 2005.

Eligibility
- Open to all individuals currently teaching at a Canadian university, regardless of discipline or level of appointment.

Criteria for the Award
- Excellence in teaching over a number of years, principally (but not exclusively) at the undergraduate level.
- Commitment to the improvement of university teaching with particular emphasis to contributions beyond the nominee's discipline or profession.

Nomination Procedure
- Several items should be included in the nomination package including a nomination brief which presents the case for the nominee. For details please see the Call for Nominations and the Guide for Preparing a Nomination. These are available from the Office of the Vice-President (Academic), the STLHE website: www.stlhe.ca and at the 3M Teaching Fellowship website: www.mcmaster.ca/3Mteachingfellowhips.

For additional information, please contact:
STLHE
c/o Dr. Arshad Ahmad
Programme Coordinator
Concordia University
1455 de Maisonneuve Boulevard West
Montreal, Quebec H3G 1M8
(514) 848-2424 ext 2928/2793
Email: arshad@jmsb.concordia.ca

Nomination Deadline: March 4, 2005

Appel de candidatures

La Société pour l'avancement de la pédagogie dans l'enseignement supérieur (SAPES) et la compagnie 3M Canada ont le plaisir d'annoncer la poursuite du Programme des prix d'excellence 3M dans le cadre duquel dix prix seront accordés pour l'année 2005.

Le prix
- Un certificat d'excellence attestant d'une contribution remarquable à l'enseignement et à l'apprentissage remis lors de la conférence de la SAPES, en juin.
- Une rencontre de 3 jours au Fairmont Le Château Montebello, tous frais payés, du 5 au 7 novembre 2005.

Admissibilité
- Toute personne enseignant présentement dans une université canadienne, quels que soient sa discipline ou son niveau hiérarchique.

Critères d'attribution
- Excellence de l'enseignement depuis plusieurs années, principalement (mais pas exclusivement) au premier cycle.
- Engagement à améliorer la qualité de l'enseignement universitaire, notamment par des contributions dépassant le cadre de sa discipline ou profession.

Dossier de candidature
- Le dossier de candidature doit comporter plusieurs éléments, dont une brève présentation de la candidate ou du candidat. Pour plus de détails, veuillez consulter l'Appel de candidatures et le Guide de mise en candidature, disponibles au Bureau du vice-recteur à l'enseignement et à la recherche, sur le site Web de la SAPES : www.stlhe.ca et sur celui des prix d'enseignement 3M : www.mcmaster.ca/3Mteachingfellowhips.

Pour tout complément d'information, veuillez communiquer avec :
SAPES
a/s de M. Arshad Ahmad, Ph.D
Coordonnateur
Programme des prix d'enseignement 3M
Université Concordia
1455, boul. de Maisonneuve ouest
Montréal (Québec) H3G 1M8
(514) 848-2424 poste 2928/2793
Courriel : arshad@jmsb.concordia.ca

Date limite de dépôt des candidatures : le 4 mars 2005

CAREERS
CARRIÈRES

SECTION

A

■ **ACCOUNTING — St. Mary's University.** The Department of Accounting in the Sobey School of Business at Saint Mary's University invites applications for a tenure track position. The Appointment will commence July 1, 2005. Tenure-track appointments require strong teaching and research credentials, with an earned doctorate in hand or nearing completion at the time of appointment. Possession of a professional designation is also desirable. Saint Mary's is a public university with approximately 8,500 students, offering a variety of undergraduate and graduate degrees, including a PhD in Management. The Sobey School of Business is housed in a new facility, fully compatible with the latest advances in information technology. With 70 full time faculty and an enrollment of approximately 2,500 full and part-time students pursuing undergraduate, masters, and doctorial degrees, it is the largest business programme in Atlantic Canada. In addition to being nationally known for its excellence in undergraduate teaching, the School has also established an outstanding research record and a reputation for its international outreach. In recognition of its efforts, the School was granted AACSB accreditation during 2004. The Department of Accounting has a full-time teaching complement of thirteen, supported by approximately ten part-time instructors per semester. A wide range of courses in Financial and Managerial Accounting, Auditing, Information Systems, Taxation, International Accounting and Commercial Law are offered at both the undergraduate and graduate level. The Department graduates approximately 90 accounting majors per year. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Saint Mary's University is committed to the principles of employment equity. Applicants should submit a letter of application, curriculum vitae and the names of three references to: Chair of Accounting, Sobey School of Business, Saint Mary's University, Halifax, N.S. B3H 3C3, Fax: (902) 420-5011. Contact can also be made with the Departmental Administrator at cathy.golden@smu.ca or 902 420 5617. The closing date for applications is January 15, 2005, or when the position is filled.

■ **AGRICULTURAL, FOOD & NUTRITIONAL SCIENCES — The University of Alberta.** The Department of Agricultural, Food and Nutritional Science (AFNS) of the University of Alberta invites applications for a tenure-track position. The Nutrition and Metabolism group of investigators is part of a new initiative to develop the Alberta Diabetes Research Institute and the Alberta Institute For Human Nutrition. Research in this group encompasses Type 2 diabetes, obesity and cachexic states and expertise applied to energy balance, the control of partitioning of nutrient utilization by individual tissues and cells, nutrition during development and the social impact of nutritional status. Assistant or Associate Professor — Minerals and Trace Elements — The successful applicant should have expertise in nutrients regulation of processes at the cellular or genetic levels (e.g. control of gene expression by nutrients). Expertise in cell systems and proteomics would be desirable. The candidate will initially teach an introductory nutrition course and a senior course in vitamins and inorganic element. Applicants must have a PhD in Human Nutrition or related discipline, and provide evidence of outstanding research ability as demonstrated by publications and awards. Applicants having RO status are encouraged to apply. The new faculty member will be involved in development of state-of-the-art research equipment and space. Facilities include use of the new Human Nutrition Research Centre and the soon-to-be-built Health Sciences Research and Innovation Facility that will also contain the Alberta Diabetes Research institute. The position is expected to contribute to graduate teaching. Applications, including a statement of research and teaching interests, curriculum vitae, and the names of three referees, should be sent to: Dr. Peter Sporns, Department of Agricultural, Food and Nutritional Science, University of Alberta, Edmonton, Alberta, Canada T6P 2P5. Closing date for applications is November 15, 2004, or until a suitable candidate is found. For further information, contact Dr. Sporns at Ph. (780) 492-2131, Fax (780) 492-4265, email: afns- chair@ualberta.ca or Dr. M. T. Clandinin, Director of the Alberta Institute for Human Nutrition at tclandin@ualberta.ca or visit the web site at www.afns.ualberta.ca. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. If suitable Canadian citizens or permanent residents cannot be found, other individuals will be considered. The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

■ **ANATOMY & CELL BIOLOGY — McGill University.** A funded position for a Research Associate is available in the areas of biomineralogy, cell & molecular biology, and bioengineering with a focus on cellular secretion and assembly of proteins into extended macromolecular structures and their interaction with inorganic substrates. This multidisciplinary research has application to tissue engineering, molecular self-assembly and pathological calcification. The ideal candidate is expected to have experience with cell culturing and in vitro calcification of mammalian cells. Extensive knowledge of advanced sample preparation techniques in cell biology and applications of light microscopy, transmission electron microscopy and confocal microscopy is essential. Salary will be commensurate with experience. Interested candidates should send a copy of their Curriculum Vitae and 3 reference letters to: Dr. H. Vali (vali@ego.mcgill.ca). Scientific Director, EM Facility, Department of Anatomy and Cell Biology, 3640 University Street, Montreal, Quebec, Canada, H3A 2B2. Or, John J.M. Bergeron and Dr. H. Vali. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. McGill University is committed to equity in employment.

■ **ANESTHESIOLOGY — University of Guelph.** The Department of Clinical Studies, Ontario Veterinary College, is seeking applications to fill a tenure track faculty position in Anesthesiology at the rank of Assistant or Associate Professor. Applicants must have a DVM or equivalent degree, must be licensed or eligible for licensure to practice in the Province of Ontario, and should be a diplomate of the American College of Veterinary Anesthesiologists or eligible for that certification examination. Possession of an advanced degree is desirable. The ideal candidate should have a strong background in clinical Anesthesiology with outstanding teaching and communication skills. The successful candidate will work with three other anesthesiologists to provide didactic and clinical instruction in Anesthesiology and related disciplines to undergraduates, interns, residents and graduate students. Service activities will include the management of patients and consultation in the Veterinary Teaching Hospital and limited administrative activities. Candidates must have demonstrated research capability and research of a collaborative nature, consistent with the goals of the Department and College, is expected. Numerous research opportunities are supported by several granting agencies and there are opportunities for collaboration with three nearby medical schools. The deadline for applications will be November 1, 2004 or until a suitable candidate is identified. Contact Dr. Stephen Kruth, Department of Clinical Studies, Ontario Veterinary College, University of Guelph, Guelph, Ontario, N1G 2W1, (519)-824-4120, ext. 54080, Fax: (519)-767-0311, e-mail skruth @uoguelph.ca and provide a letter of application, a current curriculum vitae, and the names of three referees. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified aboriginal Canadians, persons with disabilities, members of visible minorities, and women.

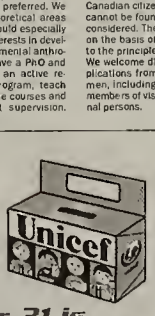
■ **ANTHROPOLOGY — University of Western Ontario.** The Department of Anthropology, The University of Western Ontario, invites applications for two probationary tenure track full-time appointments in Sociocultural Anthropology at the Assistant Professor level. These positions will contribute to the further development of our new PhD program. A geographical specialization in the Third World is preferred. We invite applicants in all theoretical areas of specialization, but we would especially welcome applicants with interests in development, medical or environmental anthropology. Applicants must have a PhD and are expected to maintain an active research and publication program, teach undergraduate and graduate courses and provide graduate student supervision. Positions normally commence July 1, 2005. Applicants must send a curriculum vitae, relevant reprints, evidence of teaching excellence and the names and addresses, including email addresses, of 3 referees by the closing date to: Professor Chet A. Creider, Chair, Department of Anthropology, The University of Western Ontario, Faculty of Social Science, London, Ontario, N6A 5C2; Phone: (519) 661-3430; Fax: (519) 661-2157; Email: Anthro-Chair@uwo.ca. Closing date for applications: October 31, 2004 More information on the Department is available at http://www.ssc.uwo.ca/anthropology. Positions are subject to budgetary approval. Applicant should have fluent written and oral communications skills in English. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal peoples, and persons with disabilities.

■ **ANTHROPOLOGY — University of Alberta.** University of Alberta, Department of Anthropology seeks a Socio-Cultural Anthropologist whose research and teaching focus on understanding the cultural and societal dimensions of modern science and/or technology with a strong anthropological perspective. The successful candidate will be expected to teach a large introductory course in the Anthropology of Science, Technology, and the Environment, other courses in his or her area of specialization as well as introductory anthropology. She or he will be expected to contribute to both the undergraduate and graduate programmes in Anthropology and to participate in the interdisciplinary programme in Science, Technology and Society which is housed in the Faculty of Arts. This is a tenure track position at the rank of Assistant Professor commencing on July 1, 2005. PhD required at time of appointment. We seek a colleague whose research interests complement those of other faculty in the Department (such as medical anthropology, linguistic anthropology, anthropology of religion, the Circumpolar north, and past human biology and behaviour), and who will be able to contribute to our continuing development of the four-field approach to anthropology. Deadline for application is December 10, 2004. Applications must include a letter describing areas of teaching and research interest, a curriculum vitae, and samples of publications and evaluations of teaching performance, if available. Letters of recommendation should be submitted by three referees. All materials should be sent to Dr. Raymond LeBlanc, Acting Chair, Department of Anthropology, 13-15 Tory Building, University of Alberta, Edmonton, Alberta, T6G 2H4, Canada. Applications to our confidential fax (780) 492-1526 or by email to gail.mathew@ualberta.ca are acceptable if followed by hard copy. Information about the Department can be obtained at www.arts.ualberta.ca/anthropology/. All qualified candidates are encouraged to apply; however, Canadian and permanent residents will be given priority. If suitable Canadian citizens or permanent residents cannot be found, other individuals will be considered. The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

■ **APPLIED & COMPUTATIONAL MATHEMATICS — Simon Fraser University.** The Department of Mathematics at Simon Fraser University invites applications for a tenure-track position in applied and computational mathematics at the Assistant Professor level starting September 1, 2005. In exceptional circumstances an appointment at a more senior level may be possible. We seek an applicant with an outstanding, independent research program and a strong commitment to undergraduate and graduate teaching who will contribute to an active, innovative research group. Where appropriate, candidates may be considered for nomination as a Canada Research Chair Tier II. Strong candidates in any area of applied mathematics (including scientific computation, applied analysis and nonlinear partial differential equations, fluid and solid mechanics) are encouraged to apply. The department's applied mathematics web page can be found at http://www.math.sfu.ca/appimath/. Simon Fraser University is committed to employment equity and encourages applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities. Canadians and permanent residents will be given priority but all candidates are encouraged to apply. Applications, including a statement of interest, a curriculum vitae, and descriptive statements on research plans and teaching activities, should be sent by December 10, 2004, to: Applied Search, Department of Mathematics, 8888 University Drive, Simon Fraser University, Burnaby, BC V5A 1S6, Canada; email: applied search@math.sfu.ca. Applicants should arrange for at least three letters of recommendation to be sent to the same address by the closing date. Late applications may be considered at the discretion of the search committee. We thank all applicants in advance; only those short-listed will be contacted. The position is subject to final budgetary approval.

■ **APPLIED MATHEMATICS — University of Waterloo.** The Department of Applied Mathematics, University of Waterloo, invites applications for a tenure-track faculty position in the area of control theory, to begin on or after July 1, 2005. The position is at the Assistant Professor level and salary will be commensurate with experience and research record (in exceptional cases, an appointment at a higher level may be possible). Candidates should show evidence of potential for outstanding research, should have a strong mathematical background and an active interest in applications of their discipline in science or engineering. We are looking for applicants with enthusiasm for teaching at both the undergraduate and graduate level. Applicants should send a curriculum vitae (including a statement of research interests and teaching philosophy) and the names and addresses of at least three referees to J. Wainwright, Chairman, Department of Applied Mathematics, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1. The deadline for receiving applications is January 15, 2005. Applications received after this date will be considered only if the position has not been filled. The Department of Applied Mathematics, together with the Departments of Combinatorics & Optimization, Pure Mathematics, Statistics & Actuarial Science and the School of Computer Science, form the Faculty of Mathematics, which is a major centre for research in the mathematical sciences. There are also close collaborations with the Faculties of Engineering and Science in the University. Further information about the Department may be obtained from our webpage at www.math.uwaterloo.ca/AM_Dept/index.html. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority.

■ **APPLIED MATHEMATICS — University of Waterloo.** The Department of Applied Mathematics, University of Waterloo, invites applications for a tenure-track faculty position in the area of mathematical medicine, to begin on or after July 1, 2005. Appointment at the Assistant Professor level is preferred, but extraordinarily strong candidates would be considered for a more



October 31 is National UNICEF Day

Answer to Homework!

From page A6. In totalling up the number of acquaintances of all the readers, each pair of acquaintances gets counted twice, once for each of the pair. Hence, the sum will be twice the number of pairs of acquaintances, and so be even. Suppose the CAUT Bulletin is read by 50,000 people. Then the number of acquaintances of each one of them will be some number between 0 and 49,999 inclusive. However, it is not possible for there to be a reader with no acquaintances among the other readers and, at the same time, a reader who is acquainted with everybody. This means that the 50,000 readers will each be assigned one of 49,999 numbers, so that some number must be assigned more than once.

Department of Statistics
University of Toronto

Canada Research Chair in Statistics

The Department of Statistics at the University of Toronto invites applications for an appointment at the rank of Associate or Full Professor. The Department intends to nominate the successful candidate to a Tier 1 Canada Research Chair. The department shares (with the Department of Computer Science) a research cluster in data mining, machine learning, and statistics, which is anchored by four Canada Research Chairs. These federally endowed chairs are open to all nationalities (www.chairs.gc.ca).

Candidates are expected to be outstanding scholars, whose research and teaching will make major contributions to the quality and stature of the Department.

Appointments will be made at the rank of either Associate or Full Professor, to begin July 1, 2005 or thereafter. Salary will be commensurate with experience.

Letters of application, curriculum vitae, and statements on research and teaching, should be submitted to **Professor Keith Knight, Chair, Department of Statistics, University of Toronto, Toronto, ON, Canada M5S 3G3.** Names of four scholars who can serve as external referees should be provided. We will begin reviewing applications after **October 15, 2004** and continue until the position is filled.

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

The University of Toronto is strongly committed to diversity within its community. The University especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to the further diversification of ideas.

MALASPINA
University-College

Malaspina University-College, located on beautiful Vancouver Island, is accepting applications for the following faculty positions:

Mathematics Professors

Comp. 04-4088 closes 1 pm, Oct. 29/04

For full details, please click on **Employment Opportunities** on the Malaspina University-College website www.mala.ca, or call the 24-hr. job-line, (250) 740-6285.

Bookmark this website for upcoming career opportunities.

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CAREERS CARRIÈRES

senior position. Salary will be commensurate with experience and research record. Current research in this area includes projects being carried out in collaboration with medical practitioners at Princess Margaret Hospital and the Hospital for Sick Children, which focus on the development of mechanical models that accurately describe a variety of diseases and clinical conditions. Candidates should exhibit potential for outstanding research, and should have a strong mathematical background. We are looking for applicants with enthusiasm for teaching at both the undergraduate and graduate level. Applicants should send a curriculum vitae (including a statement of research interests and teaching philosophy) and the names and addresses of at least three referees to J. Wainwright, Chairman, Department of Applied Mathematics, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1 (reference letters should not be sent at this stage). Screening of applications will begin on December 15, 2004, and the final deadline for receiving applications is January 15, 2005. Applications received after this date will be considered only if the position has not been filled. The Department of Applied Mathematics, together with the Departments of Combinatorics & Optimization, Pure Mathematics, Statistics & Actuarial Science and the School of Computer Science, form the Faculty of Mathematics, which is a major centre for research in the mathematical sciences. There are also close collaborations with the Faculties of Engineering and Science in the University. Further information about the Department may be obtained from our web page at www.math.uwaterloo.ca/AM_Dept/index.html. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority.

■ **ART HISTORY — University of Regina.** The Department of Visual Arts at the University of Regina invites applications for a tenure-track appointment in art history at the rank of Assistant Professor, commencing July 1, 2005. The successful candidate should have expertise in contemporary art, modern art and critical thought that can bridge practice with theory in a largely studio-based program. A record of curatorial practice or research in curatorial/museum studies will be considered an asset. Applicants for this position should possess a doctoral degree in Art History or a related discipline (ABD candidates will be considered). The hiring committee will consider evidence of active research and teaching experience. Deadline: November 1, 2004. Applicants should send a CV, an outline of research interests, a statement of teaching interests and philosophy, up to three reprints or other samples of writing, course outlines, three letters of recommendation, and academic transcripts to: Dr. Sheila Petty, Dean, Faculty of Fine Arts, University of Regina, 3737 Wascana Parkway, Regina, SK, S4T 0A2, 306-585-5560; sheila.petty@uregina.ca. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The University of Regina is committed to the principles of employment equity and is a partner in the Aboriginal Employment Development Program.

■ **ART HISTORY (EAST ASIAN ART & ARCHITECTURE) — University of Toronto.** The Department of Fine Art invites applications for a tenure stream position at the rank of Assistant or Associate Professor, to begin July 1, 2005. Specialization, East Asian Art and Architecture. Applicant must be able to teach introductory and advanced courses in all aspects of East Asian Art and Architecture. Possibility of graduate instruction. The incumbent will also supervise Independent Studies students, counsel students on academic matters, participate in departmental meetings, and undertake other administrative responsibilities as appropriate. Applicants should have a PhD or be ABD. Candidates are also expected to have demonstrated the potential for excellence in scholarship and demonstrated experience in teaching. Salary commensurate with qualifications and experience. Please submit CV and select publications and arrange to have three letters of reference sent directly to: Professor Jill Caskey, Chair, Search Committee (EA), Department of Fine Art, 100 St. George Street, University of Toronto, Toronto, Ontario M5S 3G3. Deadline for applications is December 1, 2004. The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to the further diversification of ideas.

■ **ART HISTORY (MODERNISM) — University of Toronto.** The Centre for Visual and Media Culture (CVMC) at the University of Toronto at Mississauga, University of Toronto invites applications for a tenure stream position in art history, with a specialization in modern art (1880 - 1960) at the rank of Assistant Professor, to begin July 1, 2005. The successful candidate will teach and supervise graduate students in area of expertise, and teach modern art/architecture/visual culture in three interrelated multidisciplinary undergraduate programs at the CVMC. PhD in hand by July 1, 2005 required. Candidates are expected to demonstrate excellence in scholarship and the potential to be excellent teachers. Salary commensurate with qualifications and experience. The faculty of the University of Toronto Graduate Department of Fine Art faculty is composed of all art historical faculty appointed to the St. George, Mississauga, and Scarborough campuses. Faculty carry out their undergraduate duties at the campus to which they are appointed; graduate teaching and supervision typically take place on the St. George campus. For additional information on the U of T Fine Art Dept. and the Centre for Visual and Media Culture at U of T @ Mississauga go to: http://www.utm.utoronto.ca/cvmc/ and http://www.lineart.utoronto.ca. The University of Toronto offers the opportunity to teach, conduct research and live in one of the most diverse and cosmopolitan locations in the world. The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to the further diversification of ideas. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Please submit CV and writing samples by mail; please arrange to have three letters of reference sent by the application deadline by mail or email directly to: Professor Jill Caskey, Chair Search Committee (UTM), Department of Fine Art, 100 St. George Street, University of Toronto, Toronto M5S 3G3 Ontario, Canada. Deadline for applications is December 1, 2004.

■ **ASTRONOMY & ASTRODPHYSICS — University of Toronto.** The Department of Astronomy and Astrophysics (www.astro.utoronto.ca) seeks candidates for a tenure-stream faculty appointment at the level of Assistant Professor to begin 1 July 2005. This is the next in a series of planned appointments in which we are seeking candidates who have outstanding research records and future promise to augment the present research strengths in theoretical, observational, instrumental, and experimental areas and who have a demonstrated capacity for excellence in teaching. This particular appointment is targeted toward persons with the capacity for innovative research and scientific leadership involving astrophysical experimentation and instrumentation, e pecially focus for development within the Dunlap Institute for Astronomy and Astrophysics. The Department enjoys access to the Magellan and Dupont Telescopes, hosts the Canadian scientific centre for the Canada-France-Hawaii Legacy Survey, is active in BLAST, MOST, the Herschel Space Observatory, and the Planck mission as well as planning for the JWST with the Canadian Space Agency (www.space.gc.ea), operates the David Dunlap Observatory, and is advancing Canadian plans for a share of e large optical telescope. The Department has strong ties with the Canadian Institute for Theoretical Astrophysics (www.cita.utoronto.ca) hosted by the University of Toronto. The University of Toronto (www.utoronto.ca) offers the opportunity to teach, conduct research, and live in one of the most diverse cities in the world, and is strongly committed to diversity within its community. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to the further diversification of ideas. Applicants should submit their curriculum vitae plus a statement of current research interests with future plans, and have at least three referees send letters, by 19 November 2004 to: P. G. Martin, Chair, Department of Astronomy and Astrophysics, University of Toronto, Room 14D3, 60 St. George Street, Toronto, Ontario, M5S 3H8, Canada. Inquiries can be made via e-mail to chair@astro.utoronto.ca.

■ **ASTROPHYSICS — McGill University.** As part of a major expansion into the area of astrophysics, we are currently seeking applicants for a new tenure track appointment at the rank of Assistant Professor, beginning as early as September 2005. At present, the astrophysics group's research focuses on cosmology and astrophysics of compact objects, especially neutron stars and active galactic nuclei. Observers in the group make heavy use of major radio, optical, X-ray and TeV gamma-ray telescopes worldwide. Specifically, we have major observational initiatives with the Green Bank and Arecibo radio telescopes, with the Gemini telescope, with the Chandra, XMM-Newton, and Rossi X-ray Timing Explorer X-ray telescopes, and are on the instrument and science teams for the STACEE and VeritasTeV gamma-ray telescopes. Candidate from all disciplines related to astrophysics and/or cosmology are invited to apply. The successful candidate will be a strong teacher and outstanding researcher. Preferably by mail, candidates should submit a CV, a statement of research goals and plans, a statement of teaching interests and philosophy, the names and addresses of at least three referees, and arrange for at least three letters of reference to be sent directly to Professor Martin Grant, Chair, Physics Department, Rutherford Building, McGill University, 360D rue University, Montreal, QC, Canada, H3A 2T8. Review of applications will begin 19 November 2004, and continue until the position is filled. The successful candidate will be supported by a generous start-up package and may be nominated for a Canada Research Chair. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents of Canada will be given priority. McGill University is committed to equity in employment.

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■ **BIOINFORMATICS — Simon Fraser University.** The Department of Molecular Biology and Biochemistry at Simon Fraser University invites applications for a tenure track position at the Assistant Professor level in any facet of Bioinformatics, from software development to innovative applications in genomics or proteomics. The successful applicant will join a vibrant bioinformatics research community at SFU and the rest of the greater Vancouver area. SFU is open source friendly and is ranked among the top comprehensive universities in Canada. Postdoctoral experience is required. Candidates will be expected to develop an externally funded research program and to contribute to undergraduate and graduate teaching activities, including participation in a CIHR-funded health bioinformatics graduate training program. The Department has research strengths in structural and pathogen bioinformatics; functional genomics; molecular and developmental genetics; cell signaling; and macromolecular structure, function, and interactions. Under exceptional circumstances appointment at the Associate Professor level will be considered. Applicants may be considered for a Canada Research Chair Tier 2. Applicants should submit a CV, three letters of reference, up to four representative publications/preprints, and statements of research interests/plans and teaching goals to: Bioinformatics Search Committee, MBB, Simon Fraser University, Burnaby, British Columbia, V5A 1S6 Canada. Applications will begin to be considered on Dec. 1, 2004, but will be accepted until the position is filled. See this employment ad online at http://www.slu.ca/mbb/ for more information. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. SFU is an equity employer and encourages applications from women, persons with disabilities, visible minorities, and First Nations people.

■ **BIOLOGY — University of New Brunswick.** The Department of Biology has a tenure track position available in Plant Physiology. Candidates would be expected to develop a strong research program examining physiological, molecular and/or developmental processes in plants. The candidate would be expected to teach a core course in plant physiology and may be required to teach at the introductory level, as well as a course within the applicant's area of expertise. Qualifications: PhD in plant physiology. Post-doctoral experience would be an asset. Information about the biology department and the available facilities can be obtained at http://www.unb.ca/fredericton/science/biology/. The closing date is October 1, 2004 or whenever a suitable candidate is found. To apply, send e letter describing your research and teaching interests, a curriculum vitae with the names and addresses of three referees, three representative publications and a statement of teaching philosophy to: T. Dilworth, Chair, Department of Biology, University of New Brunswick, Mail Bag Service #45111, Fredericton, NB, E3B 5A3. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Applicants should indicate current citizenship status. The University of New Brunswick is committed to the principle of employment equity.

■ **BIOLOGY — University of Toronto at Scarborough.** The Department of Life Sciences at the University of Toronto at Scarborough invites applications for a full time appointment at the level of Assistant Professor, effective July 1st 2005. Applicants must have a PhD, and preferably postdoctoral experience. Successful candidate will have demonstrated excellence in whole-organism biodiversity with a strong, peer-reviewed research record, and is expected to establish a research laboratory of international calibre. The appointee will complement existing research strengths in this vibrant department, where the potential for interdisciplinary research is high. He/she should have a clear interest in teaching and be prepared to contribute to courses in the newly-launched Conservation Biology programme at UTSC. Applicants should submit e curriculum vitae, statements of teaching philosophy/interests and research plans, and arrange for three letters of reference to be sent to: Professor J. Kennedy, Department of Life Sciences, University of Toronto at Scarborough, 1265 Military Trail, Scarborough, Ontario Canada M1C 1A4 and to the Chair's Secretary at persaud@utsc.utoronto.ca by November 1 2004. More information on the department can be found at: http://www.utsc.utoronto.ca/~ltesc/index.html. The appointment will be at the Assistant Professor level and salary will be commensurate with qualifications. The position will be effective July 1, 2005. Salary will be commensurate with qualifications and experience. All qualified candidates are encouraged to apply; however, Canadian and permanent residents will be given priority. The University of Toronto is strongly committed to diversity within its community. The University especially welcomes applications from visible minority group members, women, aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to the further diversification of ideas. Under exceptional circumstances appointment at the Associate Professor level will be considered. Applicants may be considered for a Canada Research Chair Tier 2. Applicants should submit a CV, three letters of reference, up to four representative publications/preprints, and statements of research interests/plans and teaching goals to: Bioinformatics Search Committee, MBB, Simon Fraser University, Burnaby, British Columbia, V5A 1S6 Canada. Applications will begin to be considered on Dec. 1, 2004, but will be accepted until the position is filled. See this employment ad online at http://www.slu.ca/mbb/ for more information. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. SFU is an equity employer and encourages applications from women, persons with disabilities, visible minorities, and First Nations people.

■ **BIOLOGY — University of Waterloo.** The Department of Biology at the University of Waterloo invites applications for two tenure track positions at the Assistant or Associate Professor level in Animal Physiology. Applicants must have a PhD and post-doctoral experience and be prepared to establish an externally funded active research program. We are particularly interested in candidates using cellular and/or molecular approaches to explore an aspect of Animal Physiology. Duties include research, teaching at the undergraduate and graduate levels, and graduate student supervision. Candidates should be able to teach courses dealing with comparative animal physiology, reproductive animal physiology, endocrinology and/or a specialized topics course within these disciplines. Salary will be commensurate with qualifications and experience. Applicants should send their curriculum vitae, the names of three individuals willing to furnish letters of reference, and an outline (1 - 2 pages) of their proposed research program to: Chair, Department of Biology, Faculty of Science, University of Waterloo, 200 University Avenue West, Waterloo, Ontario, Canada N2L 3G1. The closing date for applications is November 15, 2004 with a start date after May 1, 2005. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. Additional information on the Department is available at http://www.sci.uwaterloo.ca/biology.

■ **BIOMEDICAL SCIENCES — University of Guelph.** The Department of Biomedical Sciences, Ontario Veterinary College, University of Guelph, is seeking applications for two tenure-track appointments at the Assistant Professor, Associate Professor, or Professor level. One appointee will be expected to contribute to undergraduate and graduate teaching in developmental biology. Applicants must have a PhD or equivalent. One appointee will be expected to contribute to undergraduate and graduate teaching in clinical pharmacology. Applicants must have a PhD or equivalent, and for the clinical pharmacology position, a DVM of equivalent is preferred. More information about the specific requirement for each position, and a guide to preparing the application can be found on the departmental web site: http://www.uoguelph.ca/BioMed. The Department of Biomedical Sciences, together with the Departments of Clinical Studies, Pathobiology and Population Medicine, and the Veterinary Teaching Hospital, comprise the academic core of the Ontario Veterinary College. The Department offers undergraduate courses in the DVM program, and in the Biomedical Science and the Toxicology BSc majors, and has approved MSc and PhD programs. It is also involved in the Doctor of Veterinary Science graduate program administered by the College. The successful applicants, as members of the graduate faculty, will be expected to participate fully in the Department's graduate programs. More information about the undergraduate and graduate programs and research activity in the College can be found on the university, college or departmental websites: http://www.uoguelph.ca; http://www.ovc.uoguelph.ca; http://www.uoguelph.ca/BioMed. The successful applicants must have an established research program, or exhibit the potential for establishing a successful, funded research program in an area of biomedical sciences that is complementary to the research interests of the College. The University has extensive collaborative links with other universities, and health science centres in southern Ontario, and has a unique relationship with the Ontario Ministry of Agriculture and Food (OMAF), providing access to research stations and support funding. Salary is negotiable and commensurate with experience and qualifications. The deadline for applications is December 15, 2004, or until the positions are filled. Please send a letter of application, a complete curriculum vitae, which should include a teaching dossier, and the names and addresses of four referees to: Dr. J. F. Leatherland, Chair, Department of Biomedical Sciences, Ontario Veterinary College, University of Guelph, Guelph, ON N1G 2W1, Canada; Fax: (519) 767 1450; E-mail: jleather@ovc.uoguelph.ca. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University is committed to an Employment Equity Program that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified aboriginal Canadians, persons with disabilities, members of visible minorities, and women.

■ **BIOTECHNOLOGY (RESEARCH ASSOCIATE) — University of British Columbia.** A Research Associate position is available immediately in the bacterial pathogenesis group of the Michael Smith Laboratories at the University of British Columbia. The appointment will initially be for one year commencing January 1, 2005. This is a project which studies the interactions of Salmonella species and the host innate immune response. Work includes genomics, proteomics, and significant experiments centered around bacterial virulence mechanisms. The individual must have a PhD in a related discipline and have at least three years of postdoctoral experience. Knowledge and experience in proteomics, innate immune responses, and genetic manipulation is essential. Experience with standard molecular biology techniques and signal transduction is also essential. In addition, the individual should have administrative experience and will oversee other research projects in the laboratory. UBC hires on the basis of merit and is committed to employment equity. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents of Canada will be given priority. Applicants should send, no later than November 30, 2004, their curriculum vitae, list of publications and the names of three referees to: Dr. B. Brett Finlay, Michael Smith Laboratories, University of British Columbia, #304-2185 East Mall, Vancouver, BC V6T 1Z4 Canada.

■ **BDTANY — University of Toronto at Scarborough.** The Department of Life Sciences, University of Toronto at Scarborough, invites applications for a tenure-stream position in Plant Development and Biology. This position will be filled at the Assistant Professor level and salary will be commensurate with qualifications. Candidates working on any aspect of plant development, and those integrating developmental studies into other areas of plant biology (e.g. evolution, pathology) will be considered. The successful applicant is expected to contribute to graduate studies and to teach an undergraduate course in plant morphology and diversity from a developmental perspective. Applicants must have a PhD or equivalent, and should have one or more years of postdoctoral experience. The successful candidate is expected to develop a strong research program, broadening the research strengths in Life Sciences, and to take an active role in graduate and undergraduate teaching. For information on the research and teaching strengths in Life Sciences, please consult the Department website: http://www.utsc.utoronto.ca/~ltesc/. Interested candidates should submit a curriculum vitae, including statements of research and teaching interests, with a copy of recent reprints, and arrange to have three letters of recommendation commenting on publications, research potential and teaching ability sent from referees. The materials should be sent to Professor John M. Kennedy, Chair, Department of Life Sciences, University of Toronto at Scarborough, 1265 Military Trail, Scarborough, Ontario, Canada M1C 1A4 and to the Chair's Secretary at persaud@utsc.utoronto.ca. The closing date is November 1, 2004. Salary will be commensurate with qualifications. The position will be effective July 1, 2005. The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to the further diversification of ideas. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

■ **BDTANY — The University of Toronto.** The Botany Department of the University of Toronto invites applications for a tenure-track position in Microbial Biology at the Assistant Professor level, starting July 1, 2005. The successful candidate should have a PhD and preferably post-doctoral experience. Candidates area of expertise should be in plant-microbe interactions, microbe-microbe interactions, or microbe-environmental interactions, with an emphasis on prokaryotes. Candidates addressing mechanistic or evolutionary questions using genomic approaches are particularly encouraged to apply. Teaching responsibilities will include participation in core undergraduate courses in cellular or molecular biology, and a course in the successful candidate's area of expertise. Applicants should arrange to have three letters of reference sent directly to the address below. In addition, the applicants should send their curriculum vitae, copies of significant publications, and statements of research and teaching interest to the Chair, Microbial Interactions Search Committee, Department of Botany, University of Toronto, 25 Willcocks Street, Toronto, ON M5S 3B2, Canada before October 15th, 2004. Inquiries should be directed to Prof. David Guttman at David.Guttman@utoronto.ca. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Toronto offers the opportunity to teach, conduct research and live in one of the most diverse cities in the world and is strongly committed to diversity within its community. The University especially welcomes applications from visible minority

UNIVERSITY COLLEGE of the FRASER VALLEY

The University College of the Fraser Valley has provided innovative and comprehensive education programs for over twenty-five years. As an undergraduate degree granting institution currently enrolling over 7,000 students, the focus at the university college is on teaching and research excellence.

The Department of Business Administration, University College of the Fraser Valley, invites applications for a position in Human Resources and Organization Studies, commencing August 1, 2005.

BUSINESS ADMINISTRATION INSTRUCTOR

Contract: Full-time permanent
Salary: $48,666 - $73,257 annually

Duties: The successful candidate will teach upper and lower-level courses in UCFV's Bachelor of Business Administration and Bachelor of Business Administration (Aviation) programs. Preference will be given to candidates able to teach upper-level elective courses in human resource management (e.g. hiring/selection, compensation, HR planning, reward systems). Preference will also be given to candidates able to teach Organization Theory and Application (the core course in Human Resources and Organization Studies concentration) and Industrial Relations (required course for all students in the BBA and BBA Aviation programs).

Qualifications: Master's or Ph.D. degree in a relevant subject area from an accredited institution; preference will be given to candidates with Ph.D.s completed or near completion in a relevant subject area; teaching experience in a recognized post-secondary institution in a relevant subject area with evidence of satisfactory teaching performance; a strong commitment to scholarly research with evidence of activity in this area.

With 500 students currently enrolled in its degree, diploma and certificate programs, UCFV's Department of Business Administration focuses on helping students achieve their goals while maintaining consistently high academic standards. The department is committed to excellence in teaching, innovative programming, and developing local, national, and international partnerships. Visit **http://www.ucfv.bc.ca/busedmin** for information about UCFV's Business Administration department.

UCFV is committed to the principle of equity in employment. We invite applications including evidence of appropriate qualifications by **December 17, 2004.** All correspondence should refer to the **Posting #2004.46** and be directed to:

Employee Services
University College of the Fraser Valley
33844 King Road, Abbotsford, B.C. V2S 7M8
Tel: (604) 854-4554; Fax: (604) 854-1538
E-mail: erinfo@ucfv.ca; Website: www.ucfv.ca

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

In an effort to be both environmentally and fiscally responsible, UCFV will contact only candidates receiving an interview. We thank all applicants for considering UCFV for employment.

DALHOUSIE UNIVERSITY

Assistant Professor in Chemical Engineering

The Chemical Engineering Department at Dalhousie University invites applications for a probationary tenure-track faculty position. Candidates must have a PhD in Chemical Engineering or closely-related discipline, have excellent communication skills and be eligible for registration as a professional engineer in the province of Nova Scotia. The appointee will be expected to teach Chemical Engineering courses at both undergraduate and graduate levels and undertake a vigorous externally-funded research program. All Chemical Engineering research areas will be considered. The details of current departmental needs may be found at www.dal.ca/~chemeng. The Department at present has eight tenured faculty members, about 100 undergraduate students and 20 graduate students.

Salary will be commensurate with qualifications and experience. A resume, names of three references and a statement of current research interests and plans for future research directions should be sent to:

The Chair, Search Committee
Department of Chemical Engineering
Dalhousie University
P.O. Box 1000, Halifax
Nova Scotia, Canada B3J 2X4

Applications will be reviewed beginning **November 1, 2004** and will continue until the position is filled.

All qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority. Dalhousie University is an Employment Equity/Affirmative Action employer. The University encourages applications from qualified Aboriginal people, persons with a disability, racially visible persons and women.

DALHOUSIE UNIVERSITY
Inspiring Minds

CAREERS CARRIÈRES

group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to the further diversification of ideas.

■ **BUSINESS — The University of British Columbia.** The Sauder School of Business. Applications are invited in a number of areas including accounting, urban economics and real estate, strategy and industrial organization, finance, marketing, management information systems, supply chain production and operations, stochastic processes, organizational behaviour and human resources, and health care management. Appointments are available July 1, 2005 or January 1, 2006 and are subject to final budgetary approval. As a minimum, applicants must be nearing completion of their PhD dissertation. Other required qualifications include a strong commitment to teaching, a very strong research orientation and an ability to supervise doctoral candidates. Most openings are at the rank of assistant professor. Salary will be commensurate with the applicant's qualifications and experience. UBC hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply; however, Canadians and permanent residents of Canada will be given priority. Applications regarding priorities by subfield is available on-line at: http://www.sauder.ubc.ca/faculty/faculty_openings/index.cfm. Applicants should send a curriculum vitae, one or two research papers and arrange for the submission of three letters of reference to: Recruiting Committee (please specify the area of application), Office of the Dean, Sauder School of Business, The University of British Columbia, 2053 Main Mall, Vancouver, B.C., Canada V6T 1Z2, or, applicants may send the applications electronically to the following email addresses for different areas: Accounting: acct@sauder.ubc.ca; Finance: finrec@sauder.ubc.ca; Management Information Systems: mis@sauder.ubc.ca; Supply chain production and operations, and Stochastic processes: oplogic@sauder.ubc.ca. The application deadline is December 15, 2004 except for the following areas: Finance: December 1, 2004; Marketing: October 31, 2004; Management Information Systems: November 15, 2004; Stochastic Processes: October 1, 2004

■ **BUSINESS — McMaster University.** The Michael G. DeGroote School of Business invites applications for a tenure-track position in International Business in the Marketing, Business Policy and International Business Area, at the Assistant Professor level, starting July 1, 2005. In addition to International Business, the successful candidate will have expertise in International Marketing. Candidates with a background in Strategy/Policy will also be considered, if their research has a truly international business orientation. The candidate should hold or be close to completing a Ph.D. and have demonstrated high quality teaching and research expertise. Duties include research and teaching at the graduate and graduate students. Salary will be commensurate with academic qualifications, teaching and practical experience. Applications should include a curriculum vitae and the names and contact information of three referees. Send applications and all supporting documentation to: R. K. Bates, Dean, Michael G. DeGroote School of Business, McMaster University, 1280 Main St. W., Hamilton, ON L8S 4M4. E-mail: baba@mcmaster.ca. Fax: (905) 526-0852. All qualified candidates are encouraged to apply; however, Canadians and Permanent Residents will be given priority. McMaster University is strongly committed to employment equity within its community, and to recruiting a diverse faculty and staff. The University encourages applications from all qualified candidates, including women, members of visible minorities, Aboriginal persons, members of sexual minorities, and persons with disabilities. Applications will be considered until the position is filled.

■ **BUSINESS — University of Windsor.** The Odette School of Business at the University of Windsor invites applications for tenure-track positions commencing July 1, 2005. For detailed position descriptions visit our website at: www.uwindsor.ca/facultypositions. Contact: Dr. Roger Hussey, Dean, Odette School of Business, University of Windsor, Windsor, ON, N9B 3P4; Tel: 519.253.3000, Ext. 3091; Fax: 519.973.7073; Email: jdesip@uwindsor.ca. For information on the University of Windsor or the City of Windsor, contact Dr. Janice Drakich, Director, Faculty Recruitment at 877-665-6608 (toll free) or recruit@uwindsor.ca.

■ **BUSINESS — University of Alberta.** The Department of Marketing, Business Economics and Law, University of Alberta, invites applications for an Energy or Resource Economist, a full-time, tenure track position at the assistant professor level. Appointment to a more senior position may be considered, depending on the candidate's qualifications and experience. The successful candidate will teach in the department's natural resources and energy programs and conduct research in the areas of energy or resource economics. The candidate should be highly familiar with the natural resource and energy markets and regulatory regimes; knowledge of Canadian markets and/or industry experience are preferred. The University of Alberta is one of the leading research universities in Canada. Candidates should have a strong commitment to excellence in research and teaching. The successful candidate will have an opportunity to teach both undergraduate and MBA courses, and will participate in the MBA specialization in Natural Resources and Energy. This position is subject to funding. Salary is competitive with business schools in Canada. The competition will remain open until the position is filled. Applicants should have, or be close to completing, a PhD in an appropriate field. Send applications to mbe@ualberta.ca (Dr. Richard D. Johnson, Chair, Department of Marketing, Business Economics and Law, The University of Alberta School of Business, Edmonton, Alberta, Canada T6G 2R6). All qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority. The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

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■ **CANADIAN HISTORY — York University.** The Department of History (Faculty of Arts) invites applications for a tenure-track position at the rank of Assistant Professor in Canadian history with a specialization in twentieth-century political economy, politics, and the state, with particular emphasis on business, the economy, international relations, or the environment. The position, to commence on 1 July 2005, is subject to budgetary approval. Requirements include a completed PhD in history and an ongoing program of research in the area of specialization. Candidates are expected to demonstrate promise of excellence in teaching at all levels as well as in scholarly research and publication. The successful candidate must be suitable for prompt appointment to the Graduate Program in History. York University is an Affirmative Action Employer. The Affirmative Action Program can be found on York's website at www.yorku.ca/acaojobs or a copy can be obtained from the Affirmative Action Office at 416-736-5713. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. Applicants should send a letter of application, c.v., and teaching dossier and arrange for three confidential letters of recommendation to arrive no later than 15 November 2004 to: Professor B.T. Wakabayashi, Chair, Department of History, Faculty of Arts, York University, 2140 Vari Hall, 4700 Keele Street, Toronto, Ontario, Canada M3J 1P3; Phone: 416-736-5123; Fax: 416-736-5836.

■ **CHEMICAL ENGINEERING — University of Waterloo.** The Department of Chemical Engineering at the University of Waterloo invites applications for a tenure track position at the level of Assistant or Associate Professor. Applications are invited from candidates in the area of nanotechnology with research interests related to nano-engineered materials, bio-nano systems or nano-instruments or microfluidics. Excellent candidates in other areas of Chemical Engineering will also be considered. Applicants are expected to hold a PhD in Chemical Engineering or a closely related discipline, display demonstrated excellence in research and excellent teaching skills. The candidate will be expected to develop and lead an active, internationally recognized research program. Duties will also include teaching graduate and undergraduate courses in the chemical engineering curriculum. Applicants should also be eligible for registration as a Professional Engineer in the Province of Ontario. The Department of Chemical Engineering offers a collegial, interdisciplinary and collaborative research environment. With 28 faculty members and a total annual enrolment of 500 undergraduate and over 100 graduate students it is one of the largest Chemical Engineering departments in Canada. The University of Waterloo has over 23,000 students. The scenic campus is part of the twin-cities of Kitchener-Waterloo with a population of 300,000 located 100 km SW of Toronto. The community is rated highly for its excellent living conditions. More information on the department and university is available at http://wwaterloo.ca. Applications should send a curriculum vitae, a clearly outlined research program, a statement of teaching interests, and the names and full contact information for three referees to Professor Thomas Duever, Chair, Department of Chemical Engineering, University of Waterloo, Ontario, CANADA, N2L 3G1. Applications will be considered until the position is filled. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals including women, members of visible minorities, native peoples, and persons with disabilities.

■ **CHEMICAL ENGINEERING — University of Waterloo.** The Department of Chemical Engineering at the University of Waterloo invites applications for a tenure track position at the level of Assistant or Associate Professor. Applications are invited from excellent candidates in the area of chemical reaction engineering with expertise in fundamental and applied catalysis and chemical weapons design. The successful candidate is expected to work within this interdisciplinary group. The department has a total annual enrolment of 500 undergraduate and 100 graduate students making it one of the largest chemical engineering departments in North America. The University of Waterloo has over 23,000 students. The scenic campus is part of the twin-cities of Kitchener-Waterloo with a population of 300,000 located 100 km SW of Toronto. The community is rated highly for its excellent living conditions. More information on the department and university is available at www.uwaterloo.ca. Applications should consist of a curriculum vitae, a clearly outlined research program, statement of teaching interests, name and full contact information for three referees should be sent to Professor T.A. Duever, Chair, Department of Chemical Engineering, University of Waterloo, Ontario, CANADA, N2L 3G1. Applications will be received until the position is filled.

■ **CHEMISTRY — University of Windsor.** The University of Windsor invites applications for two tenure-track positions in the Department of Chemistry and Biochemistry in the areas of Polymer and Materials Chemistry at the rank of assistant professor commencing July 1, 2005. The position in Materials Chemistry is a University Faculty Award (UFA) position. For detailed position descriptions visit our website at: www.uwindsor.ca/facultypositions. Contact: Dr. Douglas W. Stephan, Head, Department of Chemistry & Biochemistry, University of Windsor, Windsor, Ontario N9B 3P4, Phone: 519 253.3000, Ext. 3537; Fax: 519.973.7098; E-mail: stephan@uwindsor.ca. For information on the University of Windsor or the City of Windsor, contact Dr. Janice Drakich, Director, Faculty Recruitment at 877-665-6608 (toll free) or recruit@uwindsor.ca.

■ **CHEMISTRY — The University of Western Ontario.** The Department of Chemistry invites applications for two probationary (tenure-track) positions at the rank of Assistant Professor commencing July 1, 2005. Candidates should have an excellent research record in the application of Synchrotron Radiation in Inorganic Chemistry, broadly defined to include, but not limited to, Materials Chemistry, Chemical Biology, Environmental Chemistry or Chemical Physics. The successful candidate will be expected to establish an independent, externally funded research program and participate in the chemical engineering curriculum. Applicants should also be eligible for registration as a Professional Engineer in the Province of Ontario. The Department of Chemical Engineering offers a collegial, interdisciplinary and collaborative research environment. With 28 faculty members and a total annual enrolment of 500 undergraduate and over 100 graduate students it is one of the largest Chemical Engineering departments in Canada. The University of Waterloo has over 23,000 students. The scenic campus is part of the twin-cities of Kitchener-Waterloo with a population of 300,000 located 100 km SW of Toronto. The community is rated highly for its excellent living conditions. More information on the department and university is available at http://wwaterloo.ca. Applications should consist of a curriculum vitae, a clearly outlined research program, a statement of teaching interests, and the names and full contact information for three referees to Professor Thomas Duever, Chair, Department of Chemical Engineering, University of Waterloo, Ontario, CANADA, N2L 3G1. Applications will be considered until the position is filled. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals including women, members of visible minorities, native peoples, and persons with disabilities.

■ **CHEMISTRY — The University of Western Ontario.** The Department of Chemistry invites applications for two probationary (tenure-track) positions at the rank of Assistant Professor commencing July 1, 2005. Candidates should have an excellent research record in the application of Synchrotron Radiation in Inorganic Chemistry, broadly defined to include, but not limited to, Materials Chemistry, Chemical Biology, Environmental Chemistry or Chemical Physics. The successful candidate will be expected to establish an independent, externally funded research program and participate in the chemical engineering curriculum. Applicants should also be eligible for registration as a Professional Engineer in the Province of Ontario. The Department of Chemical Engineering offers a collegial, interdisciplinary and collaborative research environment. With 28 faculty members and a total annual enrolment of 500 undergraduate and over 100 graduate students it is one of the largest Chemical Engineering departments in Canada. The University of Waterloo has over 23,000 students. The scenic campus is part of the twin-cities of Kitchener-Waterloo with a population of 300,000 located 100 km SW of Toronto. The community is rated highly for its excellent living conditions. More information on the department and university is available at http://wwaterloo.ca. Applications should consist of a curriculum vitae, a clearly outlined research program, a statement of teaching interests, and the names and full contact information for three referees to Professor Thomas Duever, Chair, Department of Chemical Engineering, University of Waterloo, Ontario, CANADA, N2L 3G1. Applications will be considered until the position is filled. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals including women, members of visible minorities, native peoples, and persons with disabilities.

■ **CHEMISTRY — The University of Western Ontario.** The Department of Chemistry invites applications for two probationary (tenure-track) positions at the rank of Assistant Professor commencing July 1, 2005. Candidates should have an excellent research record in Organic Chemistry or any related area will be considered. The successful candidate will be expected to establish an independent, externally funded research program, to develop and teach innovative courses in organic chemistry at the undergraduate and graduate levels. The Department of Chemistry (www.uwo.ca/chem) is a large-research intensive Department with strong programs in many areas of chemistry and with good interdisciplinary links to research groups in other Departments in the Faculties of Science, Engineering and Medicine & Dentistry. Candidates should send their curriculum vitae, names of three referees along with a description of research accomplishments and a 5 page research proposal with an appropriate budget to Dr. R. H. Lipson, Department of Chemistry, The University of Western Ontario, London, Ontario, Canada, N6A 5B7 (rlipson@uwo.ca). The closing date for applications is December 1, 2004. The position is subject to budgetary approval. Applicants should have fluent writing and verbal communication skills in English. All qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority. The University of Western Ontario is committed to employment equity, and welcomes applications from all qualified women and men including visible minorities, aboriginal people and persons with disabilities.

■ **CHEMISTRY — The University of Western Ontario.** The Department of Chemistry invites applications for a probationary (tenure-track) position at the rank of Assistant Professor to commence July 1, 2005. Candidates should have an excellent research record in the application of Synchrotron Radiation in Inorganic Chemistry, broadly defined to include, but not limited to, Materials Chemistry, Chemical Biology, Environmental Chemistry or Chemical Physics. The successful candidate will be expected to establish an independent, externally funded research program and participate in the chemical engineering curriculum. Applicants should also be eligible for registration as a Professional Engineer in the Province of Ontario. The Department of Chemical Engineering offers a collegial, interdisciplinary and collaborative research environment. With 28 faculty members and a total annual enrolment of 500 undergraduate and over 100 graduate students it is one of the largest Chemical Engineering departments in Canada. The University of Waterloo has over 23,000 students. The scenic campus is part of the twin-cities of Kitchener-Waterloo with a population of 300,000 located 100 km SW of Toronto. The community is rated highly for its excellent living conditions. More information on the department and university is available at http://wwaterloo.ca. Applications should consist of a curriculum vitae, a clearly outlined research program, a statement of teaching interests, and the names and full contact information for three referees to Professor Thomas Duever, Chair, Department of Chemical Engineering, University of Waterloo, Ontario, CANADA, N2L 3G1. Applications will be considered until the position is filled. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals including women, members of visible minorities, native peoples, and persons with disabilities.

■ **CHEMISTRY — The University of Western Ontario.** The Department of Chemistry invites applications for two probationary (tenure-track) positions at the rank of Assistant Professor commencing July 1, 2005. Candidates should have an excellent research record in Organic Chemistry or any related area will be considered. The successful candidate will be expected to establish an independent, externally funded research program, to develop and teach innovative courses in organic chemistry at the undergraduate and graduate levels. The Department of Chemistry (www.uwo.ca/chem) is a large-research intensive Department with strong programs in many areas of chemistry and with good interdisciplinary links to research groups in other Departments in the Faculties of Science, Engineering and Medicine & Dentistry. Candidates should send their curriculum vitae, names of three referees along with a description of research accomplishments and a 5 page research proposal with an appropriate budget to Dr. R. H. Lipson, Department of Chemistry, The University of Western Ontario, London, Ontario, Canada, N6A 5B7 (rlipson@uwo.ca). The closing date for applications is December 1, 2004. The position is subject to budgetary approval. Applicants should have fluent writing and verbal communication skills in English. All qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority. The University of Western Ontario is committed to employment equity, and welcomes applications from all qualified women and men including visible minorities, aboriginal people and persons with disabilities.

■ **CIVIL & ENVIRONMENTAL ENGINEERING — University of Windsor.** The University of Windsor invites applications for a tenure-track position in Civil and Environmental Engineering in the area of Transportation Engineering commencing July 1, 2005. For a detailed position description visit our website at: www.uwindsor.ca/facultypositions. Contact: Dr. R Balechandar, Head, Department of Civil & Environmental Engineering, University of Windsor, Windsor, ON, N9B 3P4; Tel: 519.253.3000, Ext. 2550; Fax: 519.561.1755; Email: apatengr@uwindsor.ca. For information on the University of Windsor or the City of Windsor, contact Dr. Janice Drakich, Director, Faculty Recruitment at 877-665-6608 (toll free) or recruit@uwindsor.ca.

■ **CIVIL & ENVIRONMENTAL ENGINEERING — Carleton University.** The Department of Civil and Environmental Engineering invites applications for a tenure-track position at the rank of Assistant or Associate Professor in the area of Environmental Engineering, to commence as early as July 1, 2005. This position is subject to budgetary approval. The Department offers bachelor, master's and doctoral degrees in both civil engineering and environmental engineering. Faculty members in the environmental engineering specialty have a wide range of research and teaching interests including air pollution, waste management, water and wastewater treatment, hydrogeology and the fate of subsurface contaminants, and environmental impact assessment. The Department is seeking an individual with a research strength related to Public Health Engineering. This may include individuals with a strong applied microbiology background in areas such as drinking water quality, indoor air quality, wastewater treatment, biodegradation of solid waste, the fate of subsurface contaminants, or the development of biobased technologies. Expertise related to the characterization of microbial populations in environmental systems using genetic tools and advanced biomolecular technologies would be an asset. The Department has an intensive research enterprise including an NSERC Chair in Fire Safety Engineering and a Canada Research Chair in Risk Assessment. Carleton University is located in Canada's capital city, Ottawa, which offers a wide range of recreational and cultural activities, and is the location of several of Canada's top research institutions including Environment Canada, the National Research Council and Natural Resources Canada. Applicants for the position should hold a doctoral degree and have a demonstrated commitment to research with a track record of publications and research funding commensurate with their level of experience. The successful candidate will be expected to teach both undergraduate and graduate courses. In addition to teaching and research the candidate will be expected to participate in the governance of the university as well as community outreach. Membership or eligibility for membership in a Canadian Professional Engineering Association is required. Potential applicants may wish to seek further information on the Department available at http://www.cee.carleton.ca and http://www.ocione.ca Applications with a curriculum vitae including educational background, employment history, research and teaching experience and interest, and the names of at least three referees, should be sent to: Professor Abd El Halim, Chair, Department of Civil and Environmental Engineering, Carleton University, 1125 Colonel By Drive, Ottawa, Ontario, Canada, K1S 5B6. Applications will be accepted until November 30, 2004 or until the position is filled. All qualified candidates are encouraged to apply. The applications of Canadians and permanent residents will be given priority. Carleton University is committed to equality of employment for women, aboriginal peoples, visible minorities, and persons with disabilities. Persons from these groups are encouraged to apply.

■ **CIVIL ENGINEERING — University of Waterloo.** The Department of Civil Engineering at the University of Waterloo invites outstanding individuals to apply for a tenure-track position at the Assistant or Associate Professor rank. Candidates must have a strong background in structural engineering and applied mechanics and a research record in reliability and risk analyses of structural systems with an emphasis on steel structural systems. The successful candidate must complement the recently established Industrial Research Chair in Risk-Based Life Cycle Management of Engineering Systems. Applicants should have a PhD in Civil Engineering or a closely related field. Eligibility for Professional Engineering registration in Ontario would be an asset. The anticipated start date for the position is January 2005 or soon after. Applicants must have potential or proven ability for excellence in teaching and research. Industrial experience is desirable but not a requirement. The successful applicant is expected to have excellent communication skills and be able to supervise graduate students and teach undergraduate and graduate courses in a wide range of subjects in Civil Engineering. This position is subject to availability of funds. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals including women, members of visible minorities, native peoples and persons with disabilities. Interested candidates are invited to submit a detailed curriculum vitae, including a statement of career objectives, and the names, addresses, E-mail addresses, telephone and FAX number of at least three references. Mail to Professor Leo Rothenburg, Chair, Department of Civil Engineering, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1. Applications will be considered at any time until the position is filled.

■ **CIVIL ENGINEERING — University of Waterloo.** The Department of Civil Engineering at the University of Waterloo invites outstanding individuals to apply for a tenure-track position at the Assistant or Associate Professor rank. Candidates must have a strong background in structural engineering and applied mechanics and a research record in the area of rehabilitation of steel structures and bridges with expertise in structural health monitoring, composite materials, fracture mechanics or mechanics of fatigue. The successful candidate must complement the recently established Canada Research Chair (Tier II) in Structural Rehabilitation. Applicants should have a PhD in Civil Engineering or a closely related field. Eligibility for Professional Engineering registration in Ontario would be an asset. The anticipated start date for the position is January 2005 or soon after. Applicants must have potential or proven ability for excellence in teaching and research. Industrial experience is desirable but not a requirement. The successful applicant is expected to have excellent communication skills and be able to supervise graduate students and teach undergraduate and graduate courses in a wide range of subjects in Civil Engineering. This position is subject to availability of funds. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals including women, members of visible minorities, native peoples and persons with disabilities. Interested candidates are invited to submit a detailed curriculum vitae, including a statement of career objectives, and the names, addresses, E-mail addresses, telephone and FAX number of at least three references. Mail to Professor Leo Rothenburg, Chair, Department of Civil Engineering, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1. Applications will be considered at any time until the position is filled.

■ **CIVIL ENGINEERING — McMaster University.** The Department of Civil Engineering invites applications for a tenure track position that is tied to an endowed chair in masonry. This position, at the assistant/associate professor level forms part of the new Centre for Effective Design of Structures created through 9.9 million dollars in funding provided in equal parts by industry, McMaster University and Ontario Research and Development Challenge Fund. Formation of the Centre enables McMaster to expand on its commitment to teaching, research and interaction with industry in the fields of masonry, effective design, infrastructure renewal, earthquake engineering and enhanced use of underutilized materials. General Requirements: Applicants are required to have an undergraduate degree in Civil Engineering, be eligible for registration as a professional engineer, and have a PhD degree. In addition to their identified area of expertise, candidates should have solid background in two or more other areas from the following: structural analysis and design, mechanics of solids, building science, numerical techniques, material science, construction, rehabilitation of structures, earthquake engineering. For this position, which is tied to the Manbiz, Mascarin and Dodge Chair in Masonry Design, the successful candidate should have a demonstrated expertise in masonry structures and/or masonry materials and a commitment to work with the masonry group within the Centre. Experience in experimental research will be considered a strong asset. Interest and ability to work with the masonry industry on codes and standards and implementation of research is also an asset. The successful candidate will be expected to have a strong and demonstrated commitment to teaching at both the undergraduate and graduate levels, develop a vigorous, independent research program (including supervision of graduate students) and participate in other educational and professional activities. Salary and rank are commensurate with experience and qualifications. Applicants are instructed to send a curriculum vitae, a statement detailing research and teaching interests, and the names of three referees to Dr. Robert G. Drysdale, P.Eng., Professor, Department of Civil Engineering, and Director, Centre for Effective Design of Structures, McMaster University, 1280 Main Street West, Hamilton, Ontario L8S 4L7. Telephone: (905) 525-9140 ext 24746, fax: (905) 529 9688; or email: civil@mcmaster.ca. The committee will begin reviewing applications as they are received. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. McMaster University is strongly committed to employment equity within its community, and to recruiting a diverse faculty and staff. The University encourages applications from all qualified candidates, including women, members of visible minorities, Aboriginal persons, members of sexual minorities, and persons with disabilities. For more information about the department, please consult http://www.eng.mcmaster.ca/civil

UNBC

College of Science & Management

Assistant Professor Position, Resource Recreation & Tourism Program (Tenure-track position)

The University of Northern British Columbia is a small, research intensive university with an enrollment of over 3500 students in more than 40 undergraduate and graduate academic programs. UNBC offers a strong commitment for growth, a modern and attractive campus, and a wonderful setting in the heart of British Columbia. Resource Recreation and Tourism (RRT) is an innovative, integrated program in the College of Science and Management at UNBC, focusing on the sustainable planning and management of recreation and tourism engagements within the natural environment. We offer a B.Sc. degree in Natural Resource Management (Major in Resource Recreation), a B.A. degree in Resource-Based Tourism, as well as Minors in Resource Recreation and Resource-Based Tourism. Masters and Ph.D. degrees, with a concentration in Resource Recreation and Tourism, are also offered through the Natural Resource and Environmental Studies Graduate program.

The University invites applications to fill a tenure-track faculty position in the Resource Recreation and Tourism (RRT) Program at the Assistant Professor level (subject to budgetary approval) with an anticipated start date of July 1, 2005.

The successful candidate will have a doctoral degree in recreation, tourism or a closely related field, with evidence of, or potential for, excellence in scholarship, teaching and service. The faculty member will be expected to have an active research program in topics relevant to the discipline and previous experience in teaching RRT (or related) courses. Applicants should have general knowledge and expertise within the broad RRT field, but should also have specialized knowledge in one or more of the following areas: aboriginal/cultural tourism, small business/commercial recreation and tourism, and planning and policy issues in RRT. Other foci may be considered if they have both a northern BC and global significance. Experience in obtaining research funds and networking with outdoor recreation and resource-based tourism professionals in BC, Canada, North America and internationally will also be an asset.

Please forward your curriculum vitae and the names and addresses of three references (including telephone, fax, and email information) quoting **competition #FARRT24-04(B)** to: **Dr. Howard Brunt, Vice-President Academic & Provost, University of Northern British Columbia, 3333 University Way, Prince George, B.C., V2N 4Z9. Fax: (250) 960-7300.** Please direct inquiries to: **Dr. Debra Straussfogel, Acting Chair of Geography and Resource Recreation & Tourism Program, at Telephone (250) 960-6121, or Email straussd@unbc.ca.** Electronic submissions of CV's can be forwarded to: **FacultyRecruitment@unbc.ca.** Applications received on or before **November 5, 2004** will receive full consideration; however applications will be accepted until the position is filled.

For more information, visit our Web site: www.unbc.ca

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Northern British Columbia is committed to employment equity and encourages applications from women, aboriginal peoples, persons with disabilities and members of visible minorities.

UNIVERSITY OF NORTHERN BRITISH COLUMBIA

3333 University Way, Prince George, BC, V2N 4Z9
For More Information, Visit our Web Site: www.unbc.ca

CAREERS CARRIÈRES

■ **CLASSICS — University of Ottawa** The Department of Classics and Religious Studies of the University of Ottawa announces the opening of a full-time, tenure-track position for an assistant professor starting 1 July 2005. Field of specialization: Archaeology and Material Culture, with competence in the Greek and Roman worlds. PhD relevant to the field of Classics is required. Candidates should have sufficient refereed publications (minimum three) to qualify for supervising graduate research at the University of Ottawa. Most of the teaching at the undergraduate level will deal with the archaeology and art history of the classical period, as well as with ancient history more generally. At the MA level, teaching will focus on the period of Late Antiquity. Since the department is in the process of focusing its MA programme on Late Antiquity (A.D. 200–700), preference will be given to candidates with demonstrated research expertise in this period. The successful candidate will be expected to teach and direct research at the undergraduate and graduate levels in both French and English, and this immediately and competently upon assuming the position. The bulk of the teaching load will be in English. Salary is commensurate with qualifications and experience, and consistent with the University's Collective Agreement. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Equity is a University policy. The University strongly encourages applications from women. Applications, including a curriculum vitae, one or two recent publications, and three letters of reference, should reach the department by 1 December 2004. Address to: Dr. Geoffrey Greatrex, Chair, Department of Classics and Religious Studies, University of Ottawa, 70 Laurier Avenue East, Ottawa, Ontario, Canada K1N 6N5. Tel. 613-562-5714. Fax 613-562-5991. E-mail: greatrex@uottawa.ca.

■ **CLINICAL PSYCHOLOGY — Simon Fraser University.** The Department of Psychology at Simon Fraser University invites applications for a tenure-track faculty position at the Assistant Professor level in Clinical Psychology. We are seeking an individual that will conduct research, supervise clinical practice of graduate students in training, and teach undergraduate and graduate courses on clinically relevant topics such as psychopathology, personality theory, psychological assessment and psychological intervention. The successful applicant must hold a doctorate in clinical psychology from a CPA/APA accredited program at the time of appointment and will also be expected to become registered with the College of Psychologists of B.C. Please submit a cover letter, which includes a summary of research objectives, clinical training and experience, and teaching experience; a curriculum vita, three letters of reference, and copies of representative publications to Dr. Daniel Weeks, Chair, Department of Psychology, Simon Fraser University, 8888 University Drive, Burnaby, B.C. V5A 1S6. Review of applications will begin on October 15, 2004 and continue until suitable candidates have been identified. The Department's webpage can be accessed at http://www.psyc.sfu.ca. This position is subject to final budgetary approval. All qualified candidates are encouraged to apply, however Canadians and permanent residents will be given priority. Simon Fraser University is committed to employment equity and encourages applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities.

■ **COMPUTATIONAL MATERIALS PHYSICS — The University of Western Ontario.** Applications are invited for a probationary (tenure-track) faculty position at the rank of Assistant Professor in Computational Materials Physics, in the Department of Applied Mathematics at The University of Western Ontario (http://www.apmaths.uwo.ca/). The Department is seeking an outstanding researcher to complement the existing strengths of the research group in (soft) condensed matter physics within the Department and the Faculty of Science. Candidates whose work focuses on the interface between the mesoscale and either quantum-scale or continuum scale regions (e.g. using finite element methods) are strongly preferred. The expected start date for the position is July 1, 2005. The position will entail active participation in the activities and service of the Department of Applied Mathematics, including the supervision of graduate students and teaching at the graduate and undergraduate levels. To ensure full consideration, applications including a c.v., names of three referees and a research proposal should be received prior to January 15, 2005. Address applications to: Dr. Robert Corless, Chair, Western Science Centre, The University of Western Ontario, London, Ontario N6A 5B7, Canada, email gmckerr@uwo.ca. The position is subject to budgetary approval. Applicants should have fluent writing and verbal communication skills in English. All qualified candidates are encouraged to apply, however Canadians and permanent residents will be given priority. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men including visible minorities, aboriginal people and persons with disabilities.

■ **COMPUTER SCIENCE — Dalhousie University** Dalhousie University Faculty of Computer Science is seeking outstanding applicants for Canada Research Chairs (Tier I). The Faculty of Computer Science currently has 32 faculty members, approximately 600 undergraduate majors and 340 master's and doctoral students. Further expansion of Computer Science is a priority for the University. The Faculty places strong emphasis on teaching, research, both basic and applied, interdisciplinary research and industrial collaboration. The Faculty of Computer Science partners with other Faculties in the University to offer the Master of Electronic Commerce and Master of Health Informatics programs, and is an active participant in the Interdisciplinary Ph.D. program. Industrial partnerships are facilitated by GINI University Services Incorporated (GINIus), a separately incorporated subsidiary of Dalhousie University. Dalhousie University is located in Halifax, Nova Scotia, which is the largest city in Atlantic Canada, affords its residents outstanding quality of life, and provides easy access to Europe, the eastern United States and central and eastern Canada. The Faculty is seeking candidates whose research focus is Networking, Human-Computer Interfaces, Distributed Systems, Databases, Graphics or Software Engineering. The emphasis, however, will be on the excellence of the candidate and the research proposal. In accordance with the goals of the Canada Research Chairs program, an applicant should have a PhD in Computer Science, an excellent research record, a proven ability to attract significant research funding, and to build and provide leadership in research groups. Applications should include a curriculum vitae, a statement of research objectives, a 7-year research plan, a sample publication, and the names, complete addresses, telephone and fax numbers, and the e-mail addresses of five referees. Applicants should also supply their referees with the document Information for Referees, and arrange for them to forward letters of reference directly to the same address. Email references are encouraged. The application can include the voluntary Equity Self-Identification form (PDF, HTML). Applications should be sent to: CRC Appointments Committee c/o The Dean of Computer Science 6050 University Avenue Dalhousie University Halifax NS B3H 1W5 Canada Email: appointments2@cs.dal.ca Applications will be accepted until all available positions are filled. For more information about Halifax, Dalhousie University, the Faculty of Computer Science, GINIus and the Canada Research Chairs Program, please visit the following websites: http://www.dal.ca, http://www.cs.dal.ca, http://www.region.halifax.ns.ca/, http://www.gini.dal.ca/, http://www.chairs.gc.ca. Dalhousie University is an Employment Equity/Affirmative Action Employer. The University encourages applications from qualified Aboriginal peoples, persons with a disability, racially visible persons and women.

■ **COMPUTER SCIENCE — University of Waterloo.** The School of Computer Science at the University of Waterloo invites applications for a tenure stream position in scientific computation. The successful applicant will be expected to participate in the Computational Mathematics program, which is an interdisciplinary program in the Faculty of Mathematics (http://www.math.uwaterloo.ca/navigation/Current/CompMath/) and to work with the scientific computation research group (http://www.scicom.uwaterloo.ca). Preference is to appoint at the junior level, but exceptionally well-qualified applicants will also be considered for appointment at more senior levels. The research program of the scientific computation group is currently focused on software for PDE-based modeling, medical image processing, and numerical linear algebra. Members of the group have carried out extensive research collaborations in the areas of computational finance, physically based animation, groundwater pollution remediation, and magnetic resonance imaging. The School of Computer Science is a large, diverse academic unit in the Faculty of Mathematics (http://www.math.uwaterloo.ca/CS_Dept). Its undergraduate and graduate programs are highly regarded, and its researchers receive funding from federal and provincial agencies, as well from private industry. A PhD in Computer Science or equivalent is required, with evidence of excellence in teaching and research. The successful applicant is expected to have a strong background in computational techniques and have a significant interest in an applications area. He or she is expected to develop and maintain a productive program of research, to attract and develop highly qualified graduate students, to provide a stimulating learning environment for undergraduate and graduate students, and to contribute to the administration of the School. Applications should include a curriculum vitae and the names and e-mail addresses of three references. The application should be directed to: J.W.H. Wong, Director, School of Computer Science, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1, cs-chair@cs.uwaterloo.ca. To expedite the handling of applications, candidates should ask these named as references to direct supporting letters to the same address. The start date of the position is negotiable. Applications will be considered as soon as they are complete and as long as the position remains available. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority.

D

■ **DIGITAL SERVICES LIBRARIAN — York University.** York University Libraries invites applications for the position of Digital Services Librarian. This is a three-year contractually-limited appointment from May 1, 2005 to April 30, 2008. Details are available at: www.yorku.ca/acadjobs. York University is an Affirmative Action Employer. The Affirmative Action Program can be found on York's website at www.yorku.ca/acadjobs or a copy can be obtained by calling the affirmative action office at 416-736-5713. All qualified candidates are encouraged to apply; however, Canadian citizens and Permanent Residents will be given priority. Temporary entry for citizens of the USA and Mexico may apply per the provisions of the North American Free Trade Agreement (NAFTA).

E

■ **ECONOMICS — Queen's University.** Subject to budgetary approval, the Department of Economics at Queen's University expects to have available a tenure-track faculty position beginning 1 July 2005. Fields of particular interest include macroeconomics and public economics, but candidates in any field should apply. Candidates should have a PhD completed or near completion and have excellent qualifications for research and teaching. Salary is commensurate with qualifications and experience. Complete applications will be reviewed commencing 22 November 2004. To apply, visit: http://www.econ.queensu.ca/recruit and fill in the electronic application form. Applicants who do not have access to the Internet should send a letter of application, curriculum vitae, and copies of research papers to Professor James MacKinnon, Head, Department of Economics, Queen's University, Kingston, Ontario, Canada K7L 3N6. Three letters of reference should be sent directly by the referees. All qualified candidates are encouraged to apply; however, Canadian citizens and Permanent Residents will be given priority. Queen's University is committed to employment equity and diversity in the workplace and welcomes applications from all qualified women and men, including visible minorities, aboriginal people, persons with disabilities, and persons of any sexual orientation or gender identity. Academic staff at Queen's University are governed by a Collective Agreement between the Queen's University Faculty Association (QUFA) and the University, which is posted at: http://www.queensu.ca/qufa.

■ **ECONOMICS — University of Toronto.** The Department of Economics at the University of Toronto has available one tenure-stream position in Development, or Law and Economics, or History at the rank of Assistant Professor on the St. George campus. Salary is dependent upon qualifications and experience. The appointment is effective July 1, 2005. A Ph.D. degree or equivalent is required as of July 1, 2005 or soon thereafter. Duties include undergraduate and graduate teaching and research. The candidate must have a demonstrated promise of outstanding research and teaching. To apply for the position, please visit http://ww2.economics.utoronto.ca/apply. Applicants without internet access may alternatively send a curriculum vitae and one current research paper to Prof. Melvyn Fuss, Department of Economics, University of Toronto, 150 St. George Street, Toronto, ON M5S 3G7, Canada, and should arrange for three letters of reference to be sent to this address. The application deadline is November 22, 2004. Information about the Department is available at http://www.economics.utoronto.ca. All qualified candidates are encouraged to apply; however Canadians and permanent residents will be given priority. The University of Toronto is strongly committed to diversity within its community. The University especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to further diversification of ideas.

■ **ECONOMICS — University of Toronto.** The Department of Economics at the University of Toronto invites applicants for a full-time teaching-stream appointment at the rank of Lecturer. The successful candidate will be expected to make a strong contribution to our undergraduate program by teaching intermediate micro/macroeconomics and/or statistics, possibly introductory economics, and possibly upper-year courses in the area of his/her specialty. While there is no requirement to do research, the individual selected will be expected to participate in departmental seminars in her/his areas of interest and to be available to students several days each week. A PhD in economics is preferred, together with evidence of excellence in teaching at the university level. The appointment is effective July 1, 2005 and is initially for a term of one year with a possibility of renewal and the ultimate possibility of a continuing appointment. To apply for the position, please visit http://ww2.economics.utoronto.ca/apply. Applicants without internet access may alternatively send a curriculum vitae together with details of experience and evidence of excellence in teaching to Prof. François Casas, Associate Chair (Undergraduate), Department of Economics, University of Toronto, 150 St. George St., Toronto, Ontario, Canada M5S 3G7 and should arrange for three letters of reference to be sent to this address. The application deadline is January 31, 2005. For further information about the Department, please visit our website: http://www.economics.utoronto.ca. All qualified candidates are encouraged to apply; however Canadians and permanent residents will be given priority. The University of Toronto is strongly committed to diversity within its community. The University especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups and others who may contribute to further diversification of ideas.

■ **ECONOMICS — University of Toronto.** The Department of Economics and the Department of Political Science at the University of Toronto have available one joint tenure-stream position in Public and Economic Policy at the rank of Assistant Professor on the St. George campus. Methodological approach and substantive areas of research are open, but the candidate's research should be able to speak to both the economics and political science fields. Salary is dependent upon qualifications and experience. The appointment is effective July 1, 2005. A PhD degree or equivalent is required as of July 1, 2005 or soon thereafter. Duties include undergraduate and graduate teaching and research. The candidate must have a demonstrated promise of outstanding research and teaching. To apply for the position, please visit http://ww2.economics.utoronto.ca/ apply and follow the instructions. Alternatively you may apply by mail to Professor Robert Vipond, Chair, Department of Political Science, University of Toronto, 100 St. George Street, Toronto, Ontario, M5S 3G3, submitting a curriculum vitae and research paper and asking three referees to submit letters of reference directly to Professor Vipond. The application deadline is November 22, 2004. Information about the Economics Department is available at http://www.economics.utoronto.ca/. Information about the Political Science Department is available at http://www.chass.utoronto.ca/polsci/. All qualified candidates are encouraged to apply; however Canadians and permanent residents will be given priority. The University of Toronto is strongly committed to diversity within its community. The University especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of the sexual minority groups, and others who may contribute to further diversification of ideas.

■ **ECONOMICS — University of Toronto.** The University of Toronto at Mississauga, Department of Economics, has available one tenure-stream position in Applied Microeconomics at the rank of Assistant Professor. Salary is dependent upon qualifications and experience. The appointment is effective July 1, 2005. A PhD degree or equivalent is required as of July 1, 2005 or soon thereafter. Duties include undergraduate and graduate teaching and research. The candidate must have a demonstrated promise of outstanding research and teaching. To apply for the position, please visit http://ww2.economics.utoronto.ca/ apply. Applicants without internet access may alternatively send a curriculum vitae and one current research paper to Prof. Melvyn Fuss, Department of Economics, University of Toronto, 150 St. George Street, Toronto, ON M5S 3G7, Canada, and should arrange for three letters of reference to be sent to this address. The application deadline is November 22, 2004. Information about the Department is available at http://www.economics.utoronto.ca. All qualified

Queen's UNIVERSITY

CANADA RESEARCH CHAIR
DEPARTMENT OF CIVIL ENGINEERING

The Department of Civil Engineering at Queen's University is dedicated to promoting research and scholarship of national and international distinction. The Government of Canada has established the Canada Research Chair Program (www.chairs.gc.ca) to foster research excellence in Canadian universities.

The Department is seeking a Tier 1 Canada Research Chair with expertise in one of its three thematic research areas: Water/Water Quality, Geoengineering and Structures/Materials and/or expertise with strong linkages between these research themes see (www.civil.queensu.ca). Candidates will hold a Ph.D. and have established a world-class level of scholarship and research activities.

The Chair will be expected to provide leadership and develop or enhance an internationally recognized research program that involves graduate supervision, industrial interaction, and collaboration with colleagues in closely related research activities. The Chair is also expected to provide leadership in teaching, and to participate in the affairs of the Department, Faculty, and University. Professional Engineering registration or eligibility for registration is an essential qualification. The primary selection criteria are excellence and the appropriate expertise to complement our existing research areas.

Institution

One of the leading research intensive Civil Engineering departments in the country, the Department's international reputation has recently been enhanced with the addition of two Canada Research Chairs, a Killiam Award, a Killiam Fellowship and numerous other awards to faculty and students in recognition of their outstanding academic and research performance. The Department has led the development of two new research centers: the Centre for Water and the Environment (www.cwe.queensu.ca) and the Geoengineering Centre (www.geoeng.ca). The Department has also played a major research role in the Network of Centres of Excellence for the Intelligent Sensing of Innovative Structures (ISIS Canada) (www.isiscanada.com/lowres.htm), is an active partner in the Queen's Integrated Learning Centre, and has access to the High Performance Computing Virtual Laboratory (HPVCL) (www.hpcvl.org) at Queen's to support our research.

Queen's has consistently ranked among the nation's top universities and, in addition to its outstanding undergraduate and graduate students and teaching programs, houses a wide array of research centers and policy institutes, which have made major contributions to both the public and private sectors. (www.civil.queensu.ca).

Application

Candidates should submit curriculum vitae; private e-mail address; copies of at least three recent and relevant publications; statements of research interests and teaching experience; an explicit statement of how their particular expertise would complement the existing strengths of the Department; and the name, mailing address, and e-mail address of three arms length referees to:

Dr. D. Turcke, P. Eng.
Head and Chair, Appointments Committee
Department of Civil Engineering
Queen's University, Kingston, ON
Canada K7L 3N6
Phone: (613) 533-2126
Fax: (613) 533-2128
Turcke@civil.queensu.ca

Queen's offers a competitive salary and benefits program, and teaching and research grants. Review of applications will commence on November 1, 2004 and applications will be accepted until the position is filled.

The University invites applications from all qualified individuals. Queen's is committed to employment equity and diversity in the workplace and welcomes applications from women, visible minorities, aboriginal people, persons with disabilities, and persons of any sexual orientation or gender identity. All qualified candidates are encouraged to apply; however in accordance with Canadian Immigration requirements, Canadian and permanent residents will be given priority. The Academic staff at Queen's is governed by a collective agreement between QUFA and the University, which is posted at www.queensu.ca/qufa.

QUEEN'S UNIVERSITY, KINGSTON, ONTARIO

www.queensu.ca

CAREERS CARRIÈRES

candidates are encouraged to apply; however Canadians and permanent residents will be given priority. The University of Toronto is strongly committed to diversity within its community. The University especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to further diversification of ideas.

■ **ECONOMICS — University of Manitoba.** The Department of Economics at the University of Manitoba invites applications for a full-time tenure-track appointment at the rank of Assistant Professor in the area of Macroeconomics. This appointment would be effective July 1, 2005. The successful candidate who holds a PhD will be appointed at the rank of Assistant Professor. The successful candidate who is scheduled to complete their doctoral dissertation shortly after July 1, 2005 will be initially offered a term appointment at the rank of Lecturer until their PhD is completed. The rank and salary will be commensurate with the qualifications and experience of the chosen candidate, but this is an entry-level position. Responsibilities will include undergraduate and graduate teaching and examination in the core components of the departmental program, graduate supervision, a productive research program, and service-related activities. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, Aboriginal peoples, and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. Applications for this position must include a letter of application and a curriculum vitae. As well, three confidential letters of reference must be received directly from the applicant's referees. Candidates should also include a sample of scholarly writing and evidence of effective teaching, such as teaching evaluations and sample course outlines. Applications and letters of reference should be sent to Professor George Chuchman, Acting Head, Department of Economics, 501 Fletcher Argue Building, University of Manitoba, Winnipeg, MB., R3T 5V5, Canada. Tel: (204) 474-9274; Fax: (204) 474-7681. The deadline for receipt of applications is November 15, 2004. Further information concerning the Department and the University may be obtained from http://www.umanitoba.ca/faculty/arts/economics or by e-mailing your questions to chuchma@ms.umanitoba.ca. Application materials, including letters of reference, will be handled in accordance with Freedom of Information and Protection of Privacy Act (Manitoba).

■ **ECONOMICS — The University of British Columbia.** The Department of Economics has several tenure-stream positions subject to final budgetary approval. Starting date: July 1, 2005. Positions are at the rank of Assistant, Associate or Full Professor. Priority fields include macroeconomics, international finance, international trade, econometrics, resources/environmental economics, industrial organization, public finance and empirical development. Qualifications: For appointment at the Assistant Professor level, the candidate must have a PhD (or solid indication of imminent completion), and demonstrate excellence or clear promise of excellence in teaching and in research. For appointment at the Associate or Full Professor level the candidate must have a proven record of outstanding research and excellence in teaching. Application deadline is November 30, 2004. Application, including c.v., reference letters and samples of research papers should be sent to Chair, Recruitment Committee, Department of Economics, The University of British Columbia, Vancouver, B.C., Canada, V6T 1Z1. The University of British Columbia hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply; however, Canadians and permanent residents of Canada will be given priority.

■ **ECONOMICS — Saint Mary's University.** The Department of Economics in the Sobey School of Business, Saint Mary's University invites applications for a tenure track position at the Assistant/Associate Professor rank. The Appointment will commence January 1 or July 1, 2005. Applicants for the position should have a PhD and a strong interest in teaching and should be actively pursuing research. Previous teaching experience is desirable. Fields of special interest are Human Resources, Development and International Economics. Saint Mary's is a public university with approximately 8,500 students, offering a variety of undergraduate and graduate degrees, including a PhD in Management. The Sobey School of Business, accredited by AACSB, is housed in a facility fully compatible with the latest advances in information technology. With 70 full time faculty and an enrollment of approximately 2,500 full and part-time students pursuing B.Comm, MBA, EMBA, and PHD degrees, it is the largest business programme in Atlantic Canada. In addition to being nationally known for its excellence in undergraduate teaching, the Faculty has also established an outstanding research record and a reputation for its international outreach. The Department of Economics has a full-time teaching complement of twelve, supported by approximately ten part-time instructors per semester. A wide range of courses are offered at both the undergraduate and graduate level. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Saint Mary's University is committed to the principles of employment equity. Applicants are requested to forward a letter of application and curriculum vitae, including the name and contact information of three referees, to: Dr. S. AmirKhalkhali, Chairperson, Department of Economics, Saint Mary's University, Halifax, Nova Scotia, B3H 3C3, Canada. The closing date for applications is October 31, 2004, or when the position is filled.

■ **ECONOMICS — University of Victoria.** The Department of Economics at the University of Victoria invites applications for one regular full time position, at the Assistant Professor entry-level, starting July 1st, 2005. The Department will consider strong applicants with an empirical research interest in any one of the following fields: Econometrics, Macroeconomics, Labour, Industrial Organization, or Trade/Economic Development. Applicants should be able to teach in our undergraduate econometrics program, should have the PhD in hand or be close to completion, and must show promise of excellence in research and teaching. The Department recently implemented a PhD Program and is interested in individuals capable of making a significant contribution to the Department's research capacity. Candidates are expected to be able to provide PhD level instruction in a core area, as well as in their area of specialization. Information about the Department is available on its Webpage at http://web.uvic.ca/econ. The University of Victoria is an equity employer and encourages applications from women, persons with disabilities, visible minorities, aboriginal peoples, people of all sexual orientations and genders, and others who may contribute to the further diversification of the University. In accordance with Canadian Immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. All qualified candidates, and especially women, are encouraged to apply; however, Canadians and permanent residents will be given priority. Please send applications, including curriculum vitae and the names of three referees, to: Chair – Search Committee, Department of Economics, University of Victoria, P.O. Box 1700 STN CSC, Victoria, BC V8W 2Y2 CANADA. Applicants are requested to arrange for at least three letters of reference to be sent directly by the referees to the Chair at the Search committee. Applications should be submitted as soon as possible. The deadline for the receipt of applications and letters of reference is November 15th, 2004.

■ **ECONOMICS — McGill University.** The Department of Economics, McGill University invites applications to fill 3 tenure-track positions. We are primarily interested in the following fields: Public Economics, Environmental Economics, Microeconomic Theory. The rank at which each appointment would be made is open, although preference is given to excellent entry-level candidates. Entry level, Assistant Professor applicants must have completed a doctorate (or expect to do so by May, 2005), and must show potential for excellence in research and teaching. Applicants at the Associate or Full Professor level are expected to have established records of success in research and teaching. Please send letters of application, indicating the position(s) for which application is (are) made, curriculum vitae, and three confidential letters of reference to Professor Chris Green, Chair, Department of Economics, McGill University, 855 Sherbrooke St. West, Montreal, Quebec, H3A 2T7. The closing date for applications is November 20, 2004. All qualified candidates are encouraged to apply; however, in accordance with Canadian Immigration requirements, Canadians and permanent residents will be given priority. Because McGill is an English-language university located in the Francophone milieu of Montreal, Quebec, knowledge of French would be an asset. McGill University is committed to equity in employment.

■ **EDUCATION — University of Windsor.** The University of Windsor, Faculty of Education, invites applications for several tenure-track positions at the rank of Assistant Professor commencing July 1, 2005. For detailed position descriptions visit our website at: www.uwindsor.ca/facultypositions. Contact Dr. Pat Rogers, Dean, Faculty of Education, University of Windsor, Windsor, Ontario N9B 3P4; Tel: 519.253.3000, Ext. 3801; Fax: 519.971.3612; E-mail: progers@uwindsor.ca. For information on the University of Windsor or the City of Windsor, contact Dr. Janice Drakich, Director, Faculty Recruitment at 877-665-6608 (toll free) or recruit@uwindsor.ca.

■ **EDUCATIONAL PSYCHOLOGY — University of Windsor.** The University of Windsor, Faculty of Education, invites applications for a tenure-track position in the Faculty of Education in the area of Educational Psychology at the rank of Assistant Professor commencing July 1, 2005. For a detailed position description visit our website at: www.uwindsor.ca/facultypositions. Contact Dr. Pat Rogers, Dean, Faculty of Education, University of Windsor, Windsor, Ontario N9B 3P4; Tel: 519.253.3000, Ext. 3801; Fax: 519.971.3612; E-mail: progers@uwindsor.ca. For information on the University of Windsor or the City of Windsor, contact Dr. Janice Drakich, Director, Faculty Recruitment at 877-665-6608 (toll free) or recruit@uwindsor.ca.

■ **ELECTRICAL & COMPUTER ENGINEERING — University of Victoria.** The Department of Electrical and Computer Engineering at the University of Victoria is undergoing a major expansion and is seeking applications from outstanding candidates to fill regular tenure track positions at the Assistant or Associate Professor levels. One or more positions will be in the area of software engineering. Another position will be in electromagnetics, communications or oceanic engineering. Duties will include teaching at the undergraduate and graduate levels, graduate student supervision, and research. A PhD or equivalent qualification is required. Professional Engineering registration or eligibility is an asset. Salary will be commensurate with qualifications and experience. The Department has 25 regular faculty members, six of whom are Fellows of the IEEE, and $2.3M in annual research funding. Faculty research interests include wireless and optical communications, coding, computer architecture, multiprocessor systems, distributed systems, microwaves, antennas, (bio-)electromagnetics, digital signal processing, image processing, devices, VLSI design, power electronics, computational electromagnetics, oceanic engineering, nanotechnology, electric machines, etc. There are currently about 100 graduate students. The Department operates a highly successful undergraduate cooperative education program and a graduate co-op option is also available. More information on the Department can be found at http://www.ece.uvic.ca/. Applicants should forward hard copy applications including a curriculum vitae, reprints of their most important recent research and the names, complete addresses, telephone/fax numbers, and email addresses of at least six referees to: Appointments Committee, Dept. of Electrical and Computer Engineering, University of Victoria, PO Box 3055 STN CSC, Victoria, BC, Canada, V8W 3P6. Applications will be accepted until the positions are filled. Review of applications will begin 1 November 2004. In accordance with Canadian immigration requirements, preference will be given to Canadian citizens and permanent residents of Canada in each of these selection processes. The University of Victoria is an equity employer and encourages applications from women, persons with disabilities, visible minorities, aboriginal peoples, people of all sexual orientations and genders, and others who may contribute to the further diversification of the University. The University has excellent policies which support family obligations, including paid maternity/parental leave and a generous pension plan. This advertisement is directed to both Canadian and international candidates.

■ **ELECTRICAL & COMPUTER ENGINEERING — Memorial University of Newfoundland.** Applications are invited for a Senior Industrial Research Chair in Mobile and Wireless Computing, to be established in the Faculty of Engineering and Applied Science, Memorial University of Newfoundland, in partnership with Alcatel Telecom and Consultel Technologies. The Chair will be expected to build a research program, in collaboration with the industrial partners, focusing on applied research in the area of mobile computing and wireless communications. Possible research topics for the Chair include mobile computing applications, mobile computing middleware, and wireless communication technologies applicable to low-power mobile computing devices. The position will be filled by a researcher with a demonstrated record of research excellence in an area of mobile and wireless computing relevant to the Chair research focus. Experience of research collaboration with industry is highly desirable. Candidates shall have an earned doctorate in Computer Engineering, Electrical Engineering or a cognate area. The appointment will be tenured and at the rank of full professor, in addition to the research program, the Chair will participate in the academic programs of the Faculty, including teaching undergraduate and graduate courses, supervising graduate students, and other educational, scholarly and professional activities. The successful candidate is expected to register as a professional engineer in Newfoundland and Labrador, if he/she is eligible for registration. The Electrical and Computer Engineering discipline of the Faculty of Engineering and Applied Science at Memorial has well-established co-operative undergraduate programs in both Electrical Engineering and Computer Engineering, and active graduate and research programs in software engineering, digital hardware applications, and multimedia communications, as well as on-going collaboration with local, national and international industry. For more information on the Faculty of Engineering and Applied Science, visit www.engr.mun.ca. Memorial University is the largest university in Atlantic Canada. As the province's only university, Memorial plays an integral role in the educational and cultural life of Newfoundland and Labrador. Offering diverse undergraduate and graduate programs to over 17,000 students, Memorial provides a distinctive and stimulating environment for learning in St. John's, a very safe, friendly city with great historic charm, a vibrant cultural life, and easy access to a wide range of outdoor activities. For further information about Memorial, please view the website at www.mun.ca.

■ **ELECTRICAL & COMPUTER ENGINEERING — University of Waterloo.** The Department of Electrical and Computer Engineering of the University of Waterloo invites applications for several tenured or tenure-track positions at the rank of Assistant, Associate or Full Professor in the engineering of embedded, distributed or dependable computer systems. For senior positions, the department seeks exceptional applicants with leadership, vision, and strong records of research accomplishments. For junior positions, the department seeks strong applicants who are early in their careers and have demonstrated potential for quality research and teaching. Applicants should have earned a doctoral degree in Computer Engineering, Software Engineering, Electrical Engineering, Computer Science, or a closely related discipline. All applicants must have a strong commitment to research and teaching. Eligibility as a Professional Engineer is desirable. Highly qualified candidates will be considered for award of ECE Research Chairs. These Chairs receive substantial research funding and support for graduate students. The awards are given for an initial period of five years, with the possibility of renewal. The department currently has more than 60 faculty members. The graduate programs attract outstanding Canadian and international applicants, with an enrollment of more than 250 research Master and PhD students. The undergraduate programs in Computer Engineering, Electrical Engineering and Software Engineering (which is offered jointly with the School of Computer Science) draw from the top students from across Canada. The department offers an outstanding research environment with research boundaries in software systems and engineering, digital hardware design and verification, and other ECE areas ranging from wireless communications to microelectromechanical systems. Researchers benefit from close connections with the many high-technology companies in the Waterloo area and from the intellectual property policy of the University, which vests the rights with the inventor. Salaries will be competitive and will be determined according to the successful applicant's accomplishments, experience and qualifications. The University of Waterloo is located in the attractive two-university community of Kitchener-Waterloo (population of 300,000) in southwestern Ontario. The city of Toronto is within easy driving distance, as are the many recreational opportunities offered by the Great Lakes and Provincial Parks. Interested candidates should send a curriculum vita, a statement of research and teaching interests, and the names of at least three references to the Faculty Search Coordinator, whose address is the following: Faculty Search Coordinator, Department of Electrical and Computer Engineering, University of Waterloo, 200 University Avenue West, Waterloo, Ontario, Canada N2L 3G1. If the applicant wishes, an additional soft copy of the above documents can be emailed to cv_computer@ece.uwaterloo.ca. All qualified candidates are encouraged to apply; however Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native people and persons with disabilities.

■ **ELECTRICAL & COMPUTER ENGINEERING — University of Waterloo.** The Department of Electrical & Computer Engineering at the University of Waterloo invites applications for a definite-term position at the rank of Lecturer, with the possibility of the appointment being converted to a permanent position. A candidate must possess a graduate degree in Software Engineering, Computer Engineering, Electrical Engineering, or Computer Science. The candidate must demonstrate an aptitude for outstanding teaching in software engineering and related areas in electrical and computer engineering. Industrial experience is desirable, and the candidate must be willing to seek Ontario registration as a Professional Engineer. Applications will be considered until the position is filled. The Department of Electrical and Computer Engineering offers undergraduate programs in Computer Engineering, Electrical Engineering, Mechatronics (which is offered jointly with the Departments of Mechanical Engineering and Systems Design Engineering), and Software Engineering (which is offered jointly with the School of Computer Science). The undergraduate programs have an enrolment of over 1,200 of the top students in Canada. All students in the Department participate in Waterloo's prestigious co-op work program, which produces some of the most highly sought-after graduates in Canada. The successful candidate will be expected to teach courses in Software Engineering and related areas in the programs offered by the Department. The primary duties include teaching, academic advising, and laboratory management and supervision. There will be some administrative responsibilities and involvement in scholarly activities such as research and professional development. There are opportunities for each interaction among software engineering faculty in Department of E&CE and in the School of Computer Science. The Department currently has more than 60 faculty members, including a group of 10 Lecturers. The Department offers an outstanding research and teaching environment with laboratories in VLSI, communication, software, hardware, distributed systems, microelectromechanical systems, and nanotechnology. The graduate programs attract the top Canadian and international applicants, with an enrolment of more than 250 research Master and PhD students. Faculty benefit from close connections with the many high-technology companies in the Waterloo area and from the intellectual property policy of the University, which vests the rights with the inventor. Salaries will be competitive and will be determined according to the successful applicant's accomplishments, experience and qualifications. The University of Waterloo is located in the attractive two-university community of Kitchener-Waterloo (population of 300,000) in southwestern Ontario. The city of Toronto is within easy driving distance, as are the many recreational opportunities offered by the Great Lakes and Provincial Parks. Interested candidates should send a curriculum vitae, statement of career objectives, and the names of at least three references. Supporting letters of reference should describe the candidate's range of teaching interests, expertise, and experience. Please direct all correspondence to the Faculty Search Coordinator, whose address is below. Faculty Search Coordinator, Department of Electrical and Computer Engineering, University of Waterloo, 200 University Ave. West, Waterloo, ON, N2L 3G1. All qualified candidates are encouraged to apply; however Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native people and persons with disabilities.

■ **ELEMENTARY EDUCATION — University of Windsor.** The University of Windsor, Faculty of Education, invites applications for a tenure-track position in the Faculty of Education in the area of Elementary Education (Music & Visual Arts) at the rank of Assistant Professor commencing July 1, 2005. For a detailed position description visit our website at: www.uwindsor.ca/facultypositions. Contact Dr. Pat Rogers, Dean, Faculty of Education, University of Windsor, Windsor, Ontario N9B 3P4; Tel: 519.253.3000, Ext. 3801; Fax: 519.971.3612; E-mail: progers@uwindsor.ca. For information on the University of Windsor or the City of Windsor, contact Dr. Janice Drakich, Director, Faculty Recruitment at 877-665-6608 (toll free) or recruit@uwindsor.ca.

Ontario Institute for Studies in Education

OISE/UT

of the University of Toronto

Tenure-Stream Positions

Applications are invited for ten tenure-stream positions at OISE/UT. Each position is located in one of OISE/UT's five academic departments. All appointments are at the rank of Assistant Professor unless otherwise noted. Salary will be commensurate with qualifications and experience. The appointments will commence July 1, 2005.

Successful candidates for all positions will possess a doctoral degree, a well-developed program of research and publication, and the ability to make a strong contribution to teaching in the graduate and teacher education programs. Responsibilities of the positions will include: conducting research; teaching and thesis supervision of master's and doctoral students; and teaching in the teacher education program.

For more information about OISE/UT, its departments, and the details of these positions, please visit the OISE/UT website at www.oise.utoronto.ca.

Canada Research Chair (Tier 1) in *Special Education & Adaptive Instruction*
Department of Human Development and Applied Psychology
Chair: Professor Janet Astington
Rank of Professor or Associate Professor

Director, Institute of Child Study
Department of Human Development and Applied Psychology
Chair: Professor Janet Astington
This is a continuing tenure-stream appointment at the rank of Professor or Associate Professor with the appointment as Director for a five-year term.

Aboriginal Education
Department of Adult Education and Counselling Psychology
Chair: Professor Lana Stermac

Comparative Curriculum Studies
Department of Curriculum, Teaching and Learning
Chair: Professor Dennis Thiessen

Disability Studies in Education
Department of Sociology and Equity Studies in Education
Chair: Professor George Dei

Educational Policy and Politics
Department of Theory and Policy Studies in Education
Chair: Professor Nina Bascia

Elementary Literacy Education
Department of Curriculum, Teaching and Learning
Chair: Professor Dennis Thiessen

Mathematics Education
Department of Curriculum, Teaching and Learning
Chair: Professor Dennis Thiessen

Research Methodology in Curriculum Studies
Department of Curriculum, Teaching and Learning
Chair: Professor Dennis Thiessen

Second Language Education
Department of Curriculum, Teaching and Learning
Chair: Professor Dennis Thiessen

Applications, which must include an up-to-date curriculum vitae, should be submitted by November 15, 2004, to the Chair of the appropriate department, and three signed confidential letters of reference should be sent directly to the same Chair by the same date. All departments are located at OISE/UT, 252 Bloor Street West, Toronto, Ontario, M5S 1V6, Canada.

The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to the further diversification of ideas. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents of Canada will be given priority.

CAREERS CARRIÈRES

uOttawa

L'Université canadienne
Canada's university

Assistant Professor, Biostatistics

The Department of Mathematics and Statistics of the University of Ottawa invites applications of recent PhDs for a tenure-track position in Bio-Statistics starting July 1, 2005 at the rank of assistant professor. For the first 5 years, the candidate will spend half time in the department and the other half in the McLaughlin Centre for Population Health Risk Assessment, Institute of Population Health. After 5 years, the position will revert to full time in the Department.

Applicants should send a curriculum vitae, a research plan, and arrange for four confidential letters of recommendations, with one addressing teaching, to be sent to:

Professor Mayer Alvo, Chairman
Department of Mathematics and Statistics
University of Ottawa
Ottawa, ON Canada, K1N 6N5

Applicants are also encouraged to include up to three copies of their most significant publications. The closing date for receipt for applications is **December 15, 2004**.

Professeur(e) adjoint(e) Bio-statistique

Le Département de mathématiques et de statistique de l'Université d'Ottawa met au concours un poste en bio-statistique au rang de professeur adjoint menant à la permanence. Entrée en fonction: le 1er juillet 2005. Pour les premiers cinq ans, le candidat consacrera la moitié de son temps au département et l'autre moitié au McLaughlin Centre for Population Health Risk Assessment, Institute of Population Health. Après, il deviendra professeur à plein temps au département de mathématiques et de statistique.

Les candidat(e)s doivent faire parvenir leur dossier de candidature au **directeur du département, Dr. Mayer Alvo, Département de mathématiques et de statistique, Université d'Ottawa, Ottawa ON Canada, K1N 6N5** au plus tard **le 15 décembre 2004.**

Les dossiers doivent comprendre le curriculum vitae, le plan de recherche, quatre lettres de recommandation confidentielles dont une sur l'enseignement. Nous encourageons les candidat(e)s à joindre à leur dossier jusqu'à trois tirés à part de leurs contributions les plus importantes.

www.science.uOttawa.ca/mathstat

Conditions of employment are set by a collective agreement. Employment equity is University policy and the University strongly encourages applications from women. Canadian citizens and permanent residents will be considered first for these positions.

Les conditions d'emploi suivent les dispositions d'une convention collective. L'Université a une politique d'équité en matière d'emploi. Les femmes sont fortement encouragées à poser leur candidature. On étudiera d'abord les demandes des citoyens canadiens et des résidents permanents.

University of Ontario
INSTITUTE OF TECHNOLOGY

At the University of Ontario Institute of Technology our 21st century vision for education combines the best practice traditions of Canada's established universities with innovation in teaching, learning and research.

Faculty Positions

The University is presently recruiting tenure-stream and contractually limited faculty at all ranks, required as soon as mutually agreeable, but not later than July 2005. All positions are subject to budgetary approval. Faculty will be required to conduct active, innovative research programs, and teach at the undergraduate and, in the near future, graduate levels. Applicants should have a PhD and a record of excellence in teaching and research. More complete information on the positions can be found at www.uoit.ca

Faculty of Business and Information Technology

This Faculty offers a B.Comm. degree in which students will examine organizations from a number of perspectives, including how they are managed, and the changing environments in which they operate. The Faculty invites applications for several tenure-track positions at all levels and in all the functional areas of Business (accounting, human resource management, marketing, operations management, finance), with added expertise in information technology, particularly information technology security. Please send applications, quoting **Competition No. UOIT04-28, to: Dr. Bernadette Schell, Dean, Faculty of Business and Information Technology.**

Faculty of Health Sciences

The Faculty of Health Sciences has strong collaborative community partnerships, fostering excellence in education, service and research. This dynamic, interdisciplinary Faculty will be offering four honours undergraduate program streams – Nursing, Medical Laboratory Science, Health Information Management, and a comprehensive Health Science. Each of these specialist streams is designed to prepare graduates to meet the challenges of the increasingly complex and dynamic health services sector. Please send applications, quoting the appropriate competition number, to: Dr. Carolyn Byrne, Dean, Faculty of Health Sciences.

Nursing

In collaboration with Durham College, the Faculty offers a Bachelor of Science in Nursing (Honours) degree. The research focus is on community health issues, including hospitals, public health organizations and social service agencies. **Competition No. UOIT04-30.**

Medical Laboratory Science

As Ontario's only Medical Laboratory Science program fully based in a university setting, this Bachelor of Health Science curriculum blends academic and hands-on activities to prepare students for the profession. **Competition No. UOIT04-31.**

Health Sciences

The Faculty will offer two other Bachelor of Health Science options: a specialization in Health Information Management, and a multi-focused undergraduate honours degree, designed to engage students in the examination of diverse aspects of health and health-care delivery and health research. The philosophy of the B.H.Sc. is that contemporary health issues need to be examined in a broad-based, interdisciplinary, active manner. Competition No. UOIT04-32.

Faculty of Social Science

This Faculty will create justice professionals who can build an integrated approach to justice services, including the theories, processes and concepts that are applied in the justice system, as well as ethical decision-making, critical thinking, diversity, the rights of the victim, and social justice. **The Faculty anticipates several tenure-track faculty appointments, beginning July 1, 2005. Positions will focus on a wide range of areas, including organized/white collar crime, policing, corrections, justice policy, justice administration, and social and/or criminal justice. The ability to teach courses in one of more of research, quantitative and/or qualitative methods will be considered an asset. Please send applications, quoting Competition No. UOIT04-33, to: Dr. Ronald Hinch, Dean, Faculty of Social Science.**

Faculty of Engineering and Applied Science

The Faculty offers honours undergraduate degrees in Mechanical Engineering (with options in Mechatronics Engineering and Energy Engineering) and Manufacturing Engineering, as well as degrees in Engineering and Management for each of these programs. In 2005, the Faculty plans to launch undergraduate programs in Automotive Engineering, Electrical Engineering and Software Engineering, along with the corresponding Engineering and Management programs. A range of graduate programs as well as an undergraduate program in Computer Engineering are planned to launch in the near future. Faculty at all ranks are sought in each of these program areas. Some research foci include mechanical and automotive systems, flexible and high-performance manufacturing, active control of vibration and noise, efficient, environmentally conscious engineering, robotics, MEMS, CIM, structural dynamics, mechatronics, telecommunications, software design, and energy technologies. Applicants should possess an earned PhD in a relevant engineering discipline, have an excellent scholarly record, and be registered as a professional engineer in the province of Ontario. For further information, please visit www.engineering.uoit.ca. Please send applications, quoting Competition No. UOIT04-34, to: Dr. Marc Rosen, Dean, Faculty of Engineering and Applied Science.

School of Energy Systems and Nuclear Science

The School offers Bachelor of Engineering (Honours) in Nuclear Engineering and Energy Systems Engineering, and a Bachelor of Science (Honours) in Radiation Science, with an option in Health Physics. The School seeks faculty members to teach courses in these programs, with emphasis on reactor control, scientific instrumentation, radioactive waste management, radiation machines, radiation chemistry, radiation detection and the environmental effects of radiation. Experience with CANDU technology would be an asset. Please send applications, quoting Competition No. UOIT04-35, to: Dr. George Bereznai, Dean, School of Energy Systems and Nuclear Science.

Faculty of Education

This Faculty offers a one-year B.Ed. program aimed at students who have completed an undergraduate Science degree and wish to obtain credentials to teach Sciences, Mathematics and Computer Science in Grades 7 to 12. We have proposed new four- and five-year concurrent programs and would like to extend our strengths in these areas; build additional strengths in such areas as educational technology, constructivist views of teaching and learning, problem-based teaching, information literacy and technology integration; and add faculty in a complementary area in foundations of education. Please send applications, quoting **Competition No. UOIT04-29, to: Dr. William Hunter, Dean, Faculty of Education.**

Faculty of Science

This Faculty offers undergraduate degrees in the biological and physical sciences that explore the concepts, principles, qualitative and quantitative methods, innovative problem-solving skills, and practical applications of science. Research is strongly emphasized, and graduate programs are in the planning stages. Please send applications, quoting **the appropriate competition number, to: Dr. William Smith, Dean, Faculty of Science.**

Biological Science

Applicants with research expertise in environmental biology, molecular biology, forensic biology, biocomputation, or biochemistry are particularly encouraged to apply, although all fields will be considered. **Competition No. UOIT04-36.**

Chemistry

Applicants with research expertise in the areas of physical chemistry, biochemistry, forensic chemistry, pharmaceutical chemistry, or chemical aspects of energy science are particularly encouraged to apply, although all fields will be considered. **Competition No. UOIT04-37.**

Mathematical Science

Applicants with research expertise in applied analysis, computational science, computer science, or statistics are particularly encouraged to apply, although all fields will be considered. **Competition No. UOIT04-38.**

Physics

Applicants with research expertise in the areas of computional physics, biophysics, or the physics of energy conversion are particularly encouraged to apply, although all fields will be considered. **Competition No. UOIT04-39.**

The deadline for initial consideration of applications is **November 15, 2004**, but applications from qualified candidates will be considered until the positions are filled. Applicants should e-mail a curriculum vitae, a list of publications, a statement of teaching interests, an outline of current and proposed research, and the names of three confidential referees, quoting the appropriate competition number and Dean's name, and **putting your name in the subject line, to careers@uoit.ca**

The University of Ontario Institute of Technology is an equal opportunity employer and welcomes applications from qualified women and men, including members of visible minorities, Aboriginal peoples, and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

ACADIA UNIVERSITY

Wolfville, Nova Scotia

Acadia is a stimulating, vibrant environment, on and off campus, where dedicated faculty inspire and challenge students to be their best. Academic innovation has garnered the university a reputation for excellence. Our history of providing excellent academic programs and outstanding student life activities, combined with our setting in the university-oriented community of Wolfville on the shores of the Minas Basin, have all contributed to Acadia being recognized as one of Canada's premier undergraduate universities.

Acadia University invites applications for the following tenure track opportunities. All appointments will commence July 1, 2005.

Faculty of Arts

Music

Position #10903 - The Acadia School of Music, eastern Canada's largest and most diverse music program, seeks a tenure-track position in music education. A Doctorate or Doctorate in progress is required. The successful applicant must provide evidence of extensive practical experience in public school teaching. The School of Music is seeking someone capable of preparing our graduates for the realities of public school classroom teaching at either the elementary or the secondary school levels in Canada. The applicant should be familiar with the music curricula of Departments of Education in several provinces, both in a formal sense and with teaching materials for school children at their various levels of development. Further, the applicant will actively be engaged in scholarship and collaborative initiatives within the School, across campus and, in particular, with the School of Education.

Position #10910 - The Acadia School of Music seeks a tenure-track position in music theory and composition. A completed Doctorate or a Doctorate in progress is required. The successful applicant must provide clear evidence of practical experience in teaching theory at the university level. The School of Music is seeking someone capable of teaching an intensive core curriculum in music theory and composition, as well as laying a foundation for our students to succeed at the graduate level. Expertise in auxiliary areas, particularly in music history, will be an important asset. Candidates must actively engage in scholarship and collaborative initiatives within the School and across campus.

Applications must be accompanied by a curriculum vitae, transcripts, three confidential letters of reference, and a one-page statement of personal teaching philosophy and should be sent to Professor John Hansen, Director, School of Music, Acadia University, Wolfville, NS, B4P 2R6.

- *Review of applications will begin December 17, 2004, and continue until the position is filled.*

Faculty of Professional Studies

Fred C. Manning School of Business Administration

The Fred C. Manning School of Business Administration is home to 650 students from over 20 countries and 23 dedicated faculty members from a wide variety of professional backgrounds.

The School seeks to fill seven tenure track positions at the rank of Assistant Professor in the following areas:

Position #30109 – Small Business Management and Entrepreneurship
Position #30112 – Accounting
Position #30113 – Finance
Position #30114 – Organizational Behaviour
Position #30115 – Marketing
Position #30121 – Business Communications
Position #30125 – General Management

The successful candidates for these positions will hold or are near completion of a Ph.D. or equivalent, and evidence of strong research potential.

As much of the instruction in the School is accomplished in a team environment, flexibility to teach in the candidate's secondary teaching area will be considered. Candidates are asked therefore to identify their second teaching area of interest. Successful candidates will demonstrate a commitment to undergraduate teaching and are expected to develop an active program of research. Practical business experience is valued to enhance the School's multi-disciplinary approach to business, and offers faculty and students extensive opportunities for project work in the business environment.

Further information on the Fred C. Manning School of Business can be found at http://business.acadiau.ca.

Letters of application, identifying areas of research and teaching expertise, curriculum vitae and the names of three referees should be sent to: Professor Steven Enman, Director, Fred C. Manning School of Business, Acadia University, Wolfville, NS B4P 2R6;
Phone: (902) 585-1216;
Facsimile: (902) 585-1085;
E-mail: steve.enman@acadiau.ca.

- *Review of applications will begin as they are received and continue until the position is filled.*

School of Education

Position #30219 – The School of Education seeks to retain a tenure track position in Teacher Education with a focus in one or two of the following areas – Physical Education, Learning Difficulties Assessment and Instruction, Information Technology, Mathematics, and Technology Education. The successful candidate will be expected to hold or are near completion of a Ph.D/Ed.D and will teach in both the B.Ed and the M.Ed programs while actively engaging in scholarship and collaborative initiatives within the School and across campus.

Applicants are asked to provide clear evidence of (a) their competence in the area, (b) excellent achievement or potential in teaching and professional supervision, and (c) a well articulated research plan.

The School of Education has embarked on a school-wide B.Ed. curriculum initiative "Teaching in the Age of Technology".

Applicants should forward letters of application including a description of their teaching experience (public school and university), scholarly interests and achievements, potential contributions to the faculty, current curriculum vitae, the names and contact information for three referees, and one scholarly paper to: Dr. Heather Hemming, Director, School of Education, Box 57, Acadia University, Wolfville, NS, B4P 2R6; Phone: (902) 585-1229; Facsimile: (902) 585-1071; E-mail: heather.hemming@acadiau.ca. Further information on the Acadia School of Education can be found at http://ace.acadiau.ca/fps/educ/home.htm.

- *Review of applications will begin as they are received and continue until the position is filled.*

School of Recreation Monogement and Kinesiology

Position #30322 - The School of Recreation Management and Kinesiology seeks to retain a tenure track position at the rank of Assistant Professor. The position will focus on one of the following three areas that contribute to an understanding of physical activity and sport: a) psychological aspects of physical activity and sport; b) philosophical perspectives on sport; or c) athletic therapy and biomechanics. An ability to contribute to teaching in the Bachelor of Kinesiology core is essential. Also, contributions to the Health Promotion and Wellness, and/or Sport and Exercise Science concentrations, and in other areas of the School's curriculum will also be considered.

The successful candidate for this position will have a Ph.D., will have demonstrated excellence in teaching, is expected to develop an active program of research, and to develop links with the profession.

Letters of application with an up-to-date curriculum vitae and the names of three referees should be sent to: Dr. Glyn Bissix, Acting Director, School of Recreation Management and Kinesiology, Acadia University, Wolfville, NS, B4P 2R6; Email: glyn.bissix@acadiau.ca; Facsimile: (902) 585-1702.

- *Review of applications will begin as they are received and continue until the position is filled.*

Faculty of Pure & Applied Science

Biology

Position #20105 – The Department of Biology seeks to retain a tenure-track position in Estuarine Biology at the Associate or Assistant Professor level, depending on the experience of the applicant. Duties include the directorship of the Acadia Centre for Estuarine Biology (ACER). The Director of ACER will administer the Centre, maintain an active research program, and facilitate collaborative initiatives within the region. Acadia's location at the head of the Bay of Fundy affords access to coastal watersheds linking extensive estuarine, tidal and salt marsh ecosystems. Teaching duties could include Introductory Biology, Estuarine Biology or advanced courses in area of specialty. Applicants with experience working with multi-disciplinary research groups, government, NGO and/or community groups are strongly encouraged to apply.

Applicants should have a Ph.D. and post-doctorate research experience.

Applicants should submit a letter of application and curriculum vitae, and arrange for three letters of recommendation to be sent to Ed Reekie, Chair of Selection Committee, Department of Biology, Acadia University, Wolfville, NS, B4P 2R6.

- *Review of applications will begin December 17, 2004, and continue until the position is filled.*

Chemistry

Position #20202 – The Department of Chemistry seeks to retain a tenure-track position in Organic Chemistry. Although normally the appointment will be at the rank of Assistant Professor, a successful candidate who holds the appropriate academic rank with a strong demonstrated record of research and teaching may be appointed at the Associate Professor level. The University maintains a cluster of research instrumentation including a Bruker 300 MHz nmr spectrometer, a scanning electron microscope and an atomic force microscope in the Acadia Centre for Microstructure Analysis (ACMA). Detailed information about these and other instruments in ACMA may be found on the ACMA web page at http://ace.acadiau.ca/science/biol/acma/home.html. Applicants may find the descriptions of current faculty research interests useful at http://www.acadiau.ca/science/chem/home.htm. The successful candidate will be expected to hold a Ph.D. degree and to develop and maintain both an innovative externally funded research program and an excellent teaching record.

Position #20208 – The Department of Chemistry seeks to retain a tenure-track position in Biochemistry. Although normally the appointment will be at the rank of Assistant Professor, a successful candidate who holds the appropriate academic rank with a strong demonstrated record of research and teaching may be appointed at the Associate Professor level. A key component of Acadia's strategic research plan is Health and Wellness and the Chemistry Department has productive research programs in this general area. The University maintains a cluster of research instrumentation including a Bruker 300 MHz nmr spectrometer, a scanning electron microscope and an atomic force microscope in the Acadia Centre for Microstructure Analysis (ACMA). Detailed information about these and other instruments in ACMA may be found on the ACMA web page at http://ace.acadiau.ca/science/biol/acma/home.html. Applicants may find the descriptions of current faculty research interests useful at http://www.acadiau.ca/science/chem/home.htm. The successful candidate will be expected to hold a Ph.D. degree in Chemistry or Biochemistry and to develop and maintain both an innovative externally funded research program and an excellent teaching record.

Applications should include an up-to-date curriculum vitae, research proposal and statement of the candidate's teaching philosophy. Please also include the names, addresses, phone numbers, and e-mail addresses of three people providing letters of reference. The candidate should send the application and arrange to have three letters of reference sent to: Dr. John M. Roscoe, Head, Department of Chemistry, Acadia University, Wolfville, NS, B4P 2R6; Phone: (902) 585-1353; Facsimile: (902) 585-1114, E-mail: john.roscoe@acadiau.ca.

- *Review of applications will begin November 1, 2004, and continue until the position is filled.*

Geology

Position #20603 - The Department of Geology seeks a tenure-track position at the Assistant Professor level in the general field of 'soft rock' geology. The successful candidate will be expected to hold a Ph.D. degree, and be willing to teach four of Petroleum Geology, Structural Geology, Paleontology, Sedimentary Petrology, Geophysics, Oceanography, and/or Hydrogeology. The department seeks a team player with a dedication to teaching who will develop a strong, externally funded, field-oriented research program and supervise graduate and honours students.

The department grants degrees in Geology and Environmental Geoscience, and includes 6 professors and approximately 50 undergraduate (B.Sc.) and 5 to 10 graduate (M.Sc.) students.

Applications should include a letter describing teaching and research experience, a curriculum vitae, and contact information for three references. The candidate should send the application, and arrange to have three letters of reference sent under separate cover, to: Dr. Cliff Stanley, Acting Head, Department of Geology, Acadia University, Wolfville, NS, B4P 2R6; Phone: (902) 585-1344; Facsimile: (902) 585-1816; E-mail: cliff.stanley@acadiau.ca.

- *Review of applications will begin November 1, 2004, and continue until the position is filled.*

Nutrition & Dietetics

Position #20701 – The School of Nutrition & Dietetics seeks a tenure-track position at the Assistant Professor level. The successful candidate will be expected to hold a Ph.D. degree in Food Service Management or related field, eligibility for membership in Dietitians of Canada preferred and be willing to teach in the areas of food service systems management and communications. Other duties include developing an externally funded research program and supervising student research projects. Participating in the co-ordination of an integrated dietetic internship program and/or coordinating the graduate dietetic internship application process may be part of the responsibilities.

Position #20702 – The School of Nutrition & Dietetics seeks to retain a tenure-track position at the Assistant Professor. The successful candidate will be expected to hold a Ph.D. degree in Nutrition or related field, eligibility for membership in Dietitians of Canada preferred and be willing to teach in the areas of clinical and metabolic nutrition. Other duties include developing an externally-funded research program and supervising student research projects. Participating in the coordination of an integrated dietetic internship program and/or coordinating the graduate dietetic internship application process may be part of the responsibilities.

Position #20709 – The School of Nutrition & Dietetics seeks to retain a tenure-track position at the Assistant Professor level. The successful candidate will be expected to hold a Ph.D. degree in Food Science or related field and be willing to teach in food commodities, sensory evaluation and/or biotechnology, and product development. Other duties include developing an externally funded research program and supervising student research projects.

Please forward a letter of application, curriculum vitae, academic transcripts and arrange for three letters of recommendation to be sent to: Dr. Elizabeth Johnston, Director, School of Nutrition and Dietetics, P.O. Box 68, Wolfville, NS 04P 2R6; Phone: (902) 585-1366; Facsimile: (902) 585-1095, Web site: http://ace.acadiau.ca/science/nutr

- *Review of applications will begin December 1, 2004, and continue until the position is filled.*

Psychology

Position #21108 - The Department of Psychology seeks to retain a tenure-track position at the Assistant Professor level. Candidates should have a Ph.D. degree and a record of research productivity in adult clinical psychology, experimental psychopathology, or personality. Eligibility for registration as a clinical psychologist is an asset, but is not required.

The Psychology Department has a complement of 11 faculty members and offers Bachelors, Honours, and Masters (clinical) degrees. The department is a member of the cooperative doctoral program in clinical psychology with Dalhousie University, St. Mary's University, and Mount Saint Vincent University. In the teaching domain, faculty members are expected to explore the use of information technology and exploit its application when they find it enhances the learning environment.

Apply by sending a letter describing research and teaching experience, curriculum vitae, reprints of refereed publications, and three letters of reference to Dr. Doug Symons, Head, Department of Psychology, Acadia University, Wolfville, NS, B4P 2R6. Inquiries can be sent via e-mail to: doug.symons@acadiau.ca. For information about the department, our web site is http://ace.acadiau.ca/science/psyc/home.htm.

- *Review of applications will begin December 1, 2004, and continue until the position is filled.*

Acadia University incorporates computer technology into the learning process and faculty members have the opportunity to explore the use of information technology in teaching and exploit its application when they find it enhances the learning environment. The University is committed to supporting these endeavours.

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Acadia University is an Equal Opportunity Employer.

While budgetary approval has been granted for these positions, Acadia University reserves the right not to fill these positions or to fill these positions at a level different from the advertised level or term.

For the most recent information available on faculty positions at Acadia University, please check our website at http://admin.acadiau.ca/faculty/homepage.html.

ACADIA UNIVERSITY

CAREERS CARRIÈRES

■ **ELEMENTARY EDUCATION — University of Windsor.** The University of Windsor, Faculty of Education, invites applications for a tenure-track position in the Faculty of Education in the area of Elementary Education (Mathematics and Science) at the rank of Assistant Professor commencing July 1, 2005. For a detailed position description visit our website at: www.uwindsor.ca/facultypositions. Contact Dr. Pat Rogers, Dean, Faculty of Education, University of Windsor, Windsor, Ontario, N9B 3P4; Tel: 519.253.3000, Ext. 3801; Fax: 519.971. 3612; E-mail: progers@uwindsor.ca. For information on the University of Windsor or the City of Windsor, contact Dr. Janice Drakich, Director, Faculty Recruitment at 877-665-6608 (toll free) or recruit@uwindsor.ca.

■ **ENGINEERING — McMaster University.** The Department of Chemical Engineering at McMaster University is seeking an outstanding individual for a tenure-track position at the Assistant or Associate Professor rank for an expansion in the area of process systems engineering. The position is available from July 1, 2005. Applicants should have a PhD in Chemical Engineering or closely related discipline and have research interests in areas related to process systems engineering: process modeling and optimization, process monitoring and process control. The successful candidate will be able to participate in the Advanced Control Consortium with the existing faculty and 20 member companies. The successful candidate will also be expected to contribute to teaching in both our graduate and undergraduate programs and to develop a strong research program. Applicants should send a letter of application, full CV including a list of publications, statement of teaching and research interests, a selection of research publications, and the names of at least three references (with postal and email addresses). Please send the application materials to the attention of Dr. Andrew Hrymak, Chair, Department of Chemical Engineering, McMaster University, Hamilton, Ontario, Canada L8S 4L7. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. McMaster University is strongly committed to employment equity within its community, and to recruiting a diverse faculty and staff. The University encourages applications from all qualified candidates, including women, members of visible minorities, Aboriginal persons, members of sexual minorities, and persons with disabilities. Applications will be accepted until the position has been filled. An appointment is expected to be made by July 1, 2005. For more information about the department, please consult http://www.chemeng.mcmaster.ca.

■ **ENGINEERING — University of Windsor.** The University of Windsor invites applications for tenure-track positions in the Faculty of Engineering commencing July 1, 2005. For detailed position descriptions visit our website at: www.uwindsor.ca/facultypositions. Contact: Dr. Graham Reader, Dean, Faculty of Engineering, University of Windsor, Windsor, ON, N9B 3P4; Tel: 519.253.3000, Ext. 2566; Fax: 519.561.1420, Email: apoteng@uwindsor.ca. For information on the University of Windsor or the City of Windsor, contact Dr. Janice Drakich, Director, Faculty Recruitment at 877-665-6608 (toll free) or recruit@uwindsor.ca.

■ **ENGINEERING — University of Toronto.** The Department of Mechanical and Industrial Engineering at the University of Toronto is seeking to fill four (4) tenure-stream faculty positions at the rank of Assistant Professor, in the following research areas: Computational and Numerical Modeling Technologies — Tier II Canada Research Chair; Manufacturing with New Materials — Tier II Canada Research Chair; Alternative or Sustainable Energy; Information Engineering. Details are available at the web-site: www.utoronto.ca/academicjobs.html. Applicants should include in their responses: a detailed curriculum vitae; a clear statement of their specific teaching and research interests; and the names of three persons able to provide references. Letters of application should be addressed to: Professor A.N. Sinclair, Chair, Department of Mechanical and Industrial Engineering, University of Toronto, 5 King's College Road, Toronto, Ontario, M5S 3G8, and must be received by November 30, 2004. The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to the further diversification of ideas. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

■ **ENGLISH — St. Thomas More College.** The Department of English at St. Thomas More College (STM), the Catholic liberal arts college federated with the University of Saskatchewan, invites applications for a tenure-stream position at the level of Assistant Professor, the appointment to commence July 1, 2005. The successful candidate should have a PhD in Renaissance Drama. Candidates who have an interest in interdisciplinary endeavours would have abundant opportunities to participate in such programmes. The successful candidate will be expected to teach a variety of courses, both undergraduate (first-year and senior) and graduate. Applicants must send a letter describing teaching and research strengths, a curriculum vitae, copies of publications (if available), documentation of teaching ability (if available), and three letters of reference. On December 1, 2004, we will begin to consider completed files and arrange interviews; however, the search will continue until a successful candidate is found. Interested candidates should submit their applications to Dr. Patrick Kelly, Head, Department of English at St. Thomas More College, 1437 College Drive, Saskatoon, Saskatchewan, S7N 0W6. Salary will be commensurate with qualifications and experience. In compliance with Canadian Immigration requirements, this advertisement is directed in the first instance to Canadian Citizens and permanent residents. St. Thomas More is committed to diversity within its faculty. Women, Aboriginal persons, persons with disabilities, members of visible minorities, and members of other designated groups are encouraged to self-identify on their application. For more information on the English Department and St. Thomas More College visit http://www.usask.ca/stm/, or contact Dr. Patrick Kelly at (306) 966-8924 (voice mail), (306) 966-8904 (fax), or pke@shaw.ca.

■ **ENGLISH — Brandon University.** Brandon University's Department of English invites applications for a probationary (tenure-track) position in creative writing, subject to budget. The preferred qualification for the position is the Doctorate; however Master's prepared candidates will also be considered. The successful candidate will have a demonstrated strength in teaching and a substantial record of achievement as a writer. The successful candidate will be responsible for teaching a broad range of courses in creative writing, including core courses in at least three of the following areas: creative non-fiction, poetry, drama, and short fiction. Brandon University is home to an exciting new 4-year degree program in Creative Arts, including a Creative Writing stream. The successful candidate will play an instrumental role in the future development of this innovative program. The ability to teach introductory courses in English literature or Journalism would be considered an asset. Additionally, the Faculty of Arts has established Women's Studies and Global Studies as areas of priority recruitment. Candidates whose research and/or teaching interests contribute to these areas are particularly encouraged to apply. Rank and salary are commensurate with qualifications and experience; Start date: 1 August 2005; Deadline for applications: 31 December 2004 or until the position is filled. Interested candidates should forward their curriculum vitae, three copies of three references, a teaching dossier including course evaluations and a sample portfolio of creative work to: Dr. Scott Gnilis artsdean@brandonu.ca, Dean of Arts, 270-18th Street, Brandon, Manitoba, Canada R7A 6A9. For additional information about Brandon University please visit our web site: www.brandonu.ca All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Both women and men are encouraged to apply.

■ **ENGLISH — York University.** Department of English, Faculty of Arts, York University, Toronto, Ontario Canada seeks tenure-track Assistant Professor in Professional Writing/Rhetoric. Details at http://www.yorku.ca/acadjobs/index.htm. York University is an Affirmative Action Employer. The Affirmative Action Program can be found on York's website at http://www.yorku.ca/acadjobs/index.htm or a copy can be obtained by calling the affirmative action office at (416) 736-5713. All qualified candidates are encouraged to apply; however, Canadian citizens and Permanent Residents will be given priority.

■ **ENGLISH — University of Ottawa.** The Department of English of the University of Ottawa announces the opening of a full-time, tenure-track position for a specialist in Canadian Literature at the Assistant Professor level, starting July 1st 2005. Qualifications will include a completed PhD and demonstrated strength in teaching and publication. Salary is commensurate with qualifications and experience, and in accordance with the University's Collective Agreement. Equity is a University policy. The University strongly encourages applications from women. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Send curriculum vitae, transcripts, a writing sample, and have three letters of reference forwarded to Dr. David Rampton, Chair, Department of English, University of Ottawa, Ottawa, Ontario, Canada, K1N 6N5. The deadline for applications is 15 November 2004.

■ **ENGLISH — University of Ottawa.** The Department of English of the University of Ottawa announces the opening of a full-time, tenure-track position for a specialist in American Literature before 1900 at the Assistant Professor level, starting July 1st 2005. Qualifications will include a completed PhD and demonstrated strength in teaching and publication. Salary is commensurate with qualifications and experience, and in accordance with the University's Collective Agreement. Equity is a University policy. The University strongly encourages applications from women. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Send curriculum vitae, transcripts, a writing sample, and have three letters of reference forwarded to Dr. David Rampton, Chair, Department of English, University of Ottawa, Ottawa, Ontario, Canada, K1N 6N5. The deadline for applications is 15 November 2004.

■ **ENGLISH — University of Windsor.** The University of Windsor invites applications for two tenure-track faculty positions in the Department of English Language, Literature & Creative Writing: in the areas of Medieval Literature and Modern/Contemporary Dramatic Literature commencing July 1, 2005. For detailed position descriptions visit our website at: www.uwindsor.ca/facultypositions. Contact: Dr. Karl Jirgens, Head, Department of English Language, Literature & Creative Writing, University of Windsor, Windsor, ON, N9B 3P4; Tel: 519.253.3000, Ext. 2289; Fax: 519.971.3676; Email: jirgens@uwindsor.ca. For information on the University of Windsor or the City of Windsor, contact Dr. Janice Drakich, Director, Faculty Recruitment at 877-665-6608 (toll free) or recruit@uwindsor.ca.

■ **ENGLISH — University of Ottawa.** The Department of English of the University of Ottawa announces the opening of a full-time, tenure-track position for a specialist in Twentieth-Century British Literature at the Assistant Professor level, starting July 1st 2005. Qualifications will include a completed PhD and demonstrated strength in teaching and publication. Salary is commensurate with qualifications and experience, and in accordance with the University's Collective Agreement. Equity is a University policy. The University strongly encourages applications from women. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Send curriculum vitae, transcripts, a writing sample, and have three letters of reference forwarded to Dr. David Rampton, Chair, Department of English, University of Ottawa, Ottawa, Ontario, Canada, K1N 6N5. The deadline for applications is 15 November 2004.

■ **ENGLISH — University of British Columbia.** The Department of English at the University of British Columbia invites applications for an Open Rank Tenure-Track Position in Early Modern Drama with an emphasis on Shakespeare. Applicants must have a PhD, publications and strong evidence of active and excellent research, and some experience teaching at the post-secondary level. The department has a thriving graduate program in the field and popular undergraduate courses, as well as cross-Faculty activities. Given the tradition of excellence in Early Modern Studies at UBC, we are seeking an outstanding candidate who will participate in these activities and advance the discipline in new directions. The minimum salary for a Full Professor is $90,000, for an Associate Professor is $75,000 and for an Assistant Professor is $65,000 (all to be negotiated depending on qualifications and experience). This position is subject to funding. Applicants should submit a letter of application, an example of their published research and a current CV containing full contact information. Applicants should arrange for three confidential letters of reference to be forwarded to Dr. Gernot Wieland, Head, Department of English, University of British Columbia, 397-1873 East Mall, Vancouver, BC, V6T 1Z1, Canada. Complete applications and reference letters must be received by 29 October 2004. Position start date: 1 July 2005. The UBC English Department includes 53 tenure-stream faculty, plus full-time sessionals and teaching assistants. It has a large and active Graduate Program, an Honours program, a large Major Program in Literature, a Major in Language, and a First Year Program. Faculty and students are encouraged in their wide disciplinary and interdisciplinary interests. Please consult the Department WEB site for details on our programs, faculty, and activities: www.english.ubc.ca. The University of British Columbia hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply; however, Canadians and permanent residents of Canada will be given priority. Applicants may elect to identify citizenship and immigration status.

■ **ENGLISH — University of British Columbia.** The Department of English at the University of British Columbia invites applications for a tenure-track Assistant Professor in Victorian Literature. Applicants must have a PhD, publications and strong evidence of active and excellent research, and some experience teaching at the post-secondary level. Given the presence of the Colbeck Collection at UBC, a strong interdisciplinary, cross-Faculty 19th Century Studies program, and very popular courses in the area, we are especially interested in attracting outstanding candidates who will take us in new directions through innovative research and teaching and who will help shape the future of the discipline. The minimum salary for an Assistant Professor is $65,000 (to be negotiated depending on qualifications and experience) and this position is subject to funding. Applicants should submit a letter of application, an example of their published research and a current CV containing full contact information. Applicants should arrange for three confidential letters of reference to be forwarded to Dr. Gernot Wieland, Head, Department of English, University of British Columbia, 397-1873 East Mall, Vancouver, BC, V6T 1Z1, Canada. Complete applications and reference letters must be received by 29 October 2004. Position start date: 1 July 2005. The UBC English Department includes 53 tenure-stream faculty, plus full-time sessionals and teaching assistants. It has a large and active Graduate Program, an Honours program, a large Major Program in Literature, a Major in Language, and a First Year Program. Faculty and students are encouraged in their wide disciplinary and interdisciplinary interests. Please consult the Department WEB site for details on our programs, faculty, and activities: www.english.ubc.ca. The University of British Columbia hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply; however, Canadians and permanent residents of Canada will be given priority. Applicants may elect to identify citizenship and immigration status.

■ **ENGLISH — University of British Columbia.** The Department of English at the University of British Columbia invites applications for a tenure-track Assistant Professor in Middle English Literature. Ability to teach Old English literature will be an asset. Applicants must have a PhD, publications and strong evidence of active and excellent research, and some experience teaching at the post-secondary level. The department has popular undergraduate courses in this field and wishes to strengthen its graduate programme. Given the tradition of excellence in the English Department, we are seeking an outstanding candidate who will participate in these activities and advance the discipline in new directions. This position is subject to funding. Applicants should submit a letter of application, an example of their published research and a current CV containing full contact information. Applicants should arrange for three confidential letters of reference to be forwarded to Dr. Gernot Wieland, Head, Department of English, University of British Columbia, 397-1873 East Mall, Vancouver, BC, V6T 1Z1, Canada. Complete applications and reference letters must be received by 1 December 2004. Position start date: 1 July 2005. The UBC English Department includes 53 tenure-stream faculty, plus full-time sessionals and teaching assistants. It has a large and active Graduate Program, an Honours program, a large Major Program in Literature, a Major in Language, and a First Year Program. Faculty and students are encouraged in their wide disciplinary and interdisciplinary interests. Please consult the Department WEB site for details on our programs, faculty, and activities: www.english.ubc.ca. The University of British Columbia hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply; however, Canadians and permanent residents of Canada will be given priority. Applicants may elect to identify citizenship and immigration status.

■ **ENGLISH — University of British Columbia.** The Department of English at the University of British Columbia invites applications for a tenure-track Assistant Professor in Middle English Literature. Ability to teach Old English literature will be an asset. Applicants must have a PhD, publications and strong evidence of active and excellent research, and some experience teaching at the post-secondary level. The department has popular undergraduate courses in this field and wishes to strengthen its graduate programme. Given the tradition of excellence in the English Department, we are seeking an outstanding candidate who will participate in these activities and advance the discipline in new directions. This position is subject to funding. Applicants should submit a letter of application, an example of their published research and a current CV containing full contact information. Applicants should arrange for three confidential letters of reference to be forwarded to Dr. Gernot Wieland, Head, Department of English, University of British Columbia, 397-1873 East Mall, Vancouver, BC, V6T 1Z1, Canada. Complete applications and reference letters must be received by 1 December 2004. Position start date: 1 July 2005. The UBC English Department includes 53 tenure-stream faculty, plus full-time sessionals and teaching assistants. It has a large and active Graduate Program, an Honours program, a large Major Program in Literature, a Major in Language, and a First Year Program. Faculty and students are encouraged in their wide disciplinary and interdisciplinary interests. Please consult the Department WEB site for details on our programs, faculty, and activities: www.english.ubc.ca. The University of British Columbia hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply; however, Canadians and permanent residents of Canada will be given priority. Applicants may elect to identify citizenship and immigration status.

■ **ENGLISH — University of Ottawa.** The Department of English of the University of Ottawa announces the opening of a full-time, tenure-track position for a specialist in Twentieth-Century British Literature at the Assistant Professor level, starting July 1st 2005. Qualifications will include a completed PhD and demonstrated strength in teaching and publication. Salary is commensurate with qualifications and experience, and in accordance with the University's Collective Agreement. Equity is a University policy. The University strongly encourages applications from women. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Send curriculum vitae, transcripts, a writing sample, and have three letters of reference forwarded to Dr. David Rampton, Chair, Department of English, University of Ottawa, Ottawa, Ontario, Canada, K1N 6N5. The deadline for applications is 15 November 2004.

■ **ENGLISH — University of Ottawa.** The Department of English of the University of Ottawa invites applications for a tenure-track Assistant Professor in Middle English Literature. Ability to teach Old English literature will be an asset. Applicants must have a PhD, publications and strong evidence of active and excellent research, and some experience teaching at the post-secondary level. The department has popular undergraduate courses in this field and wishes to strengthen its graduate programme. Given the tradition of excellence in the English Department, we are seeking an outstanding candidate who will participate in these activities and advance the discipline in new directions. This position is subject to funding. Applicants should submit a letter of application, an example of their published research and a current CV containing full contact information. Applicants should arrange for three confidential letters of reference to be forwarded to Dr. Gernot Wieland, Head, Department of English, University of British Columbia, 397-1873 East Mall, Vancouver, BC, V6T 1Z1, Canada. Complete applications and reference letters must be received by 1 December 2004. Position start date: 1 July 2005. The UBC English Department includes 53 tenure-stream faculty, plus full-time sessionals and teaching assistants. It has a large and active Graduate Program, an Honours program, a large Major Program in Literature, a Major in Language, and a First Year Program. Faculty and students are encouraged in their wide disciplinary and interdisciplinary interests. Please consult the Department WEB site for details on our programs, faculty, and activities: www.english.ubc.ca. The University of British Columbia hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply; however, Canadians and permanent residents of Canada will be given priority. Applicants may elect to identify citizenship and immigration status.

■ **ENGLISH — York University.** Applications are invited for a tenure-stream appointment in the Department of English, Faculty of Arts at York University. The position offered is in Nineteenth-Century British Literature, at the level of Assistant Professor. Historical and generic range within the field is a considerable asset, as is significant university teaching experience. The appointment is subject to budgetary approval by the University. Qualifications include a PhD or equivalent in English Literature with specialization in nineteenth-century British literature, and demonstrable excellence in both teaching and research. It is expected that the successful candidate will participate in our roster of large-lecture introductory courses, teach upper-year courses in her/his field of specialization, and, either immediately or very soon, contribute to the graduate programme. Salary will depend on qualifications and experience. York University has an Affirmative Action Program with respect to its faculty and librarian appointments. The designated groups are: women, racial/visible minorities, persons with disabilities and aboriginal peoples. Persons in these groups must self-identify in order to participate in the Affirmative Action Program. The Department of English (Arts) welcomes applications from persons in these groups. The Affirmative Action Program can be found on York's website at http://www.yorku.ca/acadjobs/index.htm or a copy can be obtained by calling the affirmative action office at 416-736-5713. All qualified candidates are encouraged to apply; however, Canadian citizens and Permanent Residents will be given priority. Applications should reach the Chair by 8 November, 2004.

■ **ENGLISH — York University.** Applications are invited for a tenure-stream appointment in the Department of English, Faculty of Arts at York University. The position offered is in Nineteenth-Century British Literature, at the level of Assistant Professor. Historical and generic range within the field is a considerable asset, as is significant university teaching experience. The appointment is subject to budgetary approval by the University. Qualifications include a PhD or equivalent in English Literature with specialization in nineteenth-century British literature, and demonstrable excellence in both teaching and research. It is expected that the successful candidate will participate in our roster of large-lecture introductory courses, teach upper-year courses in her/his field of specialization, and, either immediately or very soon, contribute to the graduate programme. Salary will depend on qualifications and experience. York University has an Affirmative Action Program with respect to its faculty and librarian appointments. The designated groups are: women, racial/visible minorities, persons with disabilities and aboriginal peoples. Persons in these groups must self-identify in order to participate in the Affirmative Action Program. The Department of English (Arts) welcomes applications from persons in these groups. The Affirmative Action Program can be found on York's website at http://www.yorku.ca/acadjobs/index.htm or a copy can be obtained by calling the affirmative action office at 416-736-5713. All qualified candidates are encouraged to apply; however, Canadian citizens and Permanent Residents will be given priority. A letter of application, Curriculum Vitae, and a sample of the applicant's written work (no longer that 25pp.) should be sent to: Professor Kim fan Michasiw, Chair, Department of English, York University, 4700 Keele Street, Toronto, Ontario, M3J 1P3. Phone: 416-736-5166; Fax: 416-736-5412. Additionally, candidates should arrange for letters of recommendation from three referees to be sent directly to the above address. Applications should reach the Chair by 8 November, 2004.

■ **ENGLISH — McGill University.** The Department of English invites applications for a tenure track position in the rank of Assistant or Associate Professor to begin on August 1, 2005, in the area of 19th-Century Literature, with a focus on Poetry. Ability to teach both Romantic and Victorian important. PhD is required. Some teaching experience and a knowledge of French are assets. Evidence of scholarly promise is a major consideration. Candidates should be prepared to offer a variety of undergraduate courses and upper year seminars. The teaching load is 12 credits per academic year. Information about the Department's programs and courses may be found on our website: http://www.arts.mcgill.ca/programs/english/index.htm. Complete applications including a curriculum vitae, three letters of recommendation, and a brief writing sample should arrive no later than November 15th. Applicants who wish to receive an acknowledgement should include a stamped, self addressed postcard. In accordance with Canadian and Quebec immigration requirements, this advertisement is directed first to Canadian citizens and permanent residents. McGill University is committed to equity in employment.

Simon Fraser University

Leadership Chair in Cognitive Neuroscience in Child Health and Development

The Government of British Columbia has established a Leading Edge Endowment Fund of $45 million, matched equally by private donors, as part of its New Era commitments. The Leading Edge Endowment Fund will support 20 permanent BC Leadership Chairs to attract to the province key internationally renowned researchers and scholars. The BC Leadership Chairs are designed to provide a unique opportunity for pre-eminent individuals to perform research in an outstanding environment, which will position the province as a leader in the knowledge-based economy. The Department of Psychology at Simon Fraser University was granted one of the BC Leadership Chairs to recruit an outstanding individual at the professorial level for a Chair in Cognitive Neuroscience in Child Health and Development. This will be a full-time tenured appointment at the Full Professor level. Applicants must hold an M.D. and/or PhD degree or equivalent and a record of recognized accomplishments in areas relevant to the neurocognitive underpinnings of human development and the translation of neuroscience discoveries into effective intervention strategies for persons with genetic and/or acquired cognitive disorders. In addition to joining an energetic psychology research faculty, the successful candidate will have an adjunct appointment in the new MagnetoEncephaloGraphy Neuroscience Unit (MEGNU) affiliated with the Down Syndrome Research Foundation. There may also be opportunities for cross-appointments in one or more of the hospital affiliated research units in the Vancouver area. Thus, we seek an outstanding candidate that will advance the use of MEG to study language, memory, motor systems, or other areas of cognitive *neuroscience as they apply to individuals with developmental or acquired brain disorders.* Simon Fraser University is consistently ranked among the top comprehensive universities in Canada. The main campus of Simon Fraser University is situated on Burnaby Mountain in Greater Vancouver. Vancouver thrives as one of the most scenic waterfront cities, located just minutes away from the mountains and a wide range of outdoor activities. As a result of its many cultural and multicultural events, skiing, boating, hiking, favorable climate, and clean, safe environment Vancouver has consistently been judged among the top three cities in the world to live and work. This position is subject to final approval by the Leading Edge Endowment Fund, and acquiring matching funding. Interested applicants should send their CV, names of four references and a brief statement of research interests by **October 22, 2004** to: **Daniel J. Weeks, Chair, Department of Psychology, Simon Fraser University, 8888 University Drive, Burnaby, BC V5A 1S6, Canada;** dweeks@sfu.ca. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Simon Fraser University is committed to employment equity and encourages applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities.

Chair, Department of Aboriginal Education

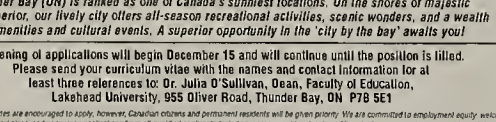
Lakehead University is a comprehensive university of 7,400 students and 1,600 faculty and staff. With seven faculties, we are also the West Campus of the Northern Ontario School of Medicine.

In our newly created Department of Aboriginal Education, you will provide dynamic academic and administrative leadership in expanding existing programs and developing new initiatives, partnerships, and research in Aboriginal education for the faculty's over 3,000 students in the Departments of Undergraduate Studies, Graduate Studies and Research, and Lifelong Learning. In this unique opportunity to shape a department whose mandate is to strengthen our faculty's capacity and consolidate our status as an internationally recognized leader, you will optimize the support of a team of program coordinators, administrative staff, and faculty members.

You are an Aboriginal scholar with a Ph.D and an established record of scholarship in Aboriginal education. Your academic and community-based experience will be necessary to fulfill our vision. In-depth knowledge and appreciation of Aboriginal communities, education structures, post-secondary needs, and aspirations are complemented by related experience and the ability to speak an Aboriginal language.

www.lakeheadu.ca | www.thunderbay.ca

OPPORTUNITIES BY THE BAY



Thunder Bay (ON) is ranked as one of Canada's sunniest locations. On the shores of majestic Lake Superior, our lively city offers all-season recreational activities, scenic wonders, and a wealth of amenities and cultural events. A superior opportunity in the 'city by the bay' awaits you!

Screening of applications will begin December 15 and will continue until the position is filled. Please send your curriculum vitae with the names and contact information for at least three references to: Dr. Julia O'Sullivan, Dean, Faculty of Education, Lakehead University, 955 Oliver Road, Thunder Bay, ON P7B 5E1

All qualified candidates are encouraged to apply, however, Canadian citizens and permanent residents will be given priority. We are committed to employment equity: welcome diversity in the workplace and encourage applications from all qualified applicants including women, visible minorities, Aboriginal persons, and persons with disabilities

Lakehead UNIVERSITY

CAREERS CARRIÈRES

Please address applications to: Professor Maggie Kilgour, Chair, Department of English, McGill University, 853 Sherbrooke St. W., Montreal, Quebec, Canada H3A 2T6.

■ **ENGLISH — McGill University.** The Department of English invites applications for a tenure track position at the rank of Assistant Professor to begin on August 1, 2005, in the area of American Literature, with a focus especially on the second half of the twentieth century. PhD is required. Some teaching experience and a knowledge of French are assets. Evidence of scholarly promise is a major consideration. Candidates should be prepared to offer a variety of undergraduate courses and upper year seminars. The teaching load is 12 credits per academic year. Information about the Department's programs and courses may be found on our website: http://www.arts.mcgill.ca/programs/english/english.html. Complete applications including a curriculum vitae, three letters of recommendation, and a brief writing sample should arrive no later than November 15th. Applicants who wish to receive an acknowledgement should include a stamped, self addressed postcard. In accordance with Canadian and Quebec immigration requirements, this advertisement is directed first to Canadian citizens and permanent residents. McGill University is committed to equity in employment. Please address applications to Professor Maggie Kilgour, Chair, Department of English, McGill University, 853 Sherbrooke St. W., Montreal, Quebec, Canada H3A 2T6.

■ **ENGLISH AS A SECOND LANGUAGE — York University.** The Department of Languages, Literatures and Linguistics, Faculty of Arts, York University, Toronto, Ontario, Canada invites applications for a tenure-track position in English as a Second Language at the Assistant Professor level, to commence July 1, 2005. Details at http://www.yorku.ca/acadjobs/index.htm. York University is an Affirmative Action Employer. The Affirmative Action Program can be found on York's website at http://www.yorku.ca/acadjobs/index.htm or a copy can be obtained by calling the affirmative action office at (416) 736-5713. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. No email applications will be accepted.

■ **ENGLISH LANGUAGE & LITERATURE — University of Waterloo.** Applications are invited for a tenure-track position at the Assistant or Associate Professor level. We are looking for a colleague with expertise in one or more of the following areas: History and Theory of Rhetoric; Discourse Studies; Literary Theory. Complementary strengths in any area of Literature would be welcome. The successful candidate will be offered a wide range of teaching experiences from first- through fourth-year undergraduate courses to graduate/research students. In addition to undergraduate programs in Literature and in Rhetoric and Professional Writing, our department offers the only PhD of its kind in Canada: an integrated Literature with study in fields of rhetoric, writing, discourse and text analysis, and digital theory and design. The normal teaching load is 2 + 3, which includes one graduate course (of the instructor's design), and semesters are 13 weeks long. The minimum starting salary for Assistant is $58, 000 and for Associate $73,000. Please visit our website at http://english.uwaterloo.ca for more information. Appoint ment effective July 1, 2005. The University of Waterloo is a research-intensive public institution, with the largest and most successful cooperative education program in North America. Year after year, in Maclean's Magazine national rankings, Waterloo is among tha two or three top comprehensive universities in the country and, for 11 years in a row, has been named "highest quality," "most innovative", and "best overall" in the national reputational survey. The university is located in a mid-sized city, one hour from Toronto, fifty minutes from Pearson International Airport. Consideration of applications will begin January 3, 2005. Please send letter, curriculum vitae, and supporting documents (graduate transcripts, writing sample), and arrange for three letters of reference to be sent to: Dr. Kevin McGuirk, Chair, Department of English Language and Literature, University of Waterloo, Waterloo ON N2L 3G1. Indicate in your cover letter if you will be attending the MLA convention in Philadelphia and would like to schedule a preliminary meeting. All qualified candidates are encouraged to apply; however Canadians and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples and persons with disabilities.

■ **ENGLISH LANGUAGE ARTS — University of Windsor.** The University of Windsor, Faculty of Education, invites applications for a tenure-track position in the Faculty of Education in the area of English Language Arts (Secondary) at the rank of Assistant Professor commencing July 1, 2005. For a detailed position description visit our website at: www.uwindsor.ca/facultypositions. Contact Dr. Pat Rogers, Dean, Faculty of Education, University of Windsor, Windsor, Ontario N9B 3P4; Tel: 519.253.3000, Ext. 3801; Fax: 519.971.3612; E-mail: progers@uwindsor.ca. For information on the University of Windsor or the City of Windsor, contact Dr. Janice Drakich, Director, Faculty Recruitment at 877-665-6608 (toll free) or recruit@uwindsor.ca.

■ **ENVIRONMENTAL GENOMICS — University of Windsor.** The University of Windsor, Great Lakes Institute for Environmental Research (GLIER), invites applications for a tenure-track position in the area of Environmental Genomics at the rank of Assistant Professor commencing July 1, 2005. For a detailed position description visit our website at: www.uwindsor.ca/facultypositions. Contact Dr. Brian J. Fryer, Acting Director, Great Lakes Institute for Environmental Research, University of Windsor, Windsor, ON N9B 3P4, Phone: 519.253.3000, ext 2732, Fax: 519.971.3616, E-mail: bfryer@uwindsor.ca. For information on the University of Windsor or the City of Windsor, contact Dr. Janice Drakich, Director, Faculty Recruitment at 877-665-6608 (toll free) or recruit@uwindsor.ca.

■ **EPIDEMIOLOGY — University of Guelph.** The Department of Population Medicine, Ontario Veterinary College, University of Guelph, is seeking applicants for a tenure-track faculty position in Analytic Epidemiology at the Assistant Professor level. Applicants should have a DVM degree and training to the PhD level in veterinary epidemiology. Students expecting to complete the PhD within one year may apply with a letter of support from their supervisor. Experience in clinical veterinary medicine, teaching and collaborative work with animal health researchers and other epidemiologists will be an asset. Effective communication skills and a collegial attitude will support active involvement in teaching, research and consultative service programs. The position will include approximately 50% research, 35% teaching and 15% service. The successful candidate will have a strong grounding in general and analytic epidemiology and an interest in focusing a research program on analytic techniques used in applied epidemiology. A primary responsibility will be to develop a research program and generate research funds to support graduate student training to the MSc or PhD level. The successful candidate will teach graduate courses in general and analytic epidemiology and undergraduate courses in general epidemiology. The Department of Population Medicine is home to a diverse team of faculty members working in veterinary epidemiology, farm animal and equine health management, food safety, waterborne diseases, public health, applied animal behaviour, the human-animal bond, and thenogenology. Seven faculty members of our department have PhD training in epidemiology. Our team includes a faculty member who is a statistician and two statistical technicians who help with teaching and research consultations. The design, conduct and analyses of observational studies and field experiments are central features of our work. The Ontario Veterinary College (www.ovc.uoguelph.ca) is a founding college of the University of Guelph which is Canada's leading comprehensive university. The city of Guelph (www.city.guelph.on.ca) is a pleasant community of 100,000 people located in southern Ontario approximately one hour west of central Toronto. Salary is negotiable and commensurate with experience and qualifications. The deadline for applications is December 1, 2004 or until the position is filled. Please send a complete curriculum vitae and three references to: Dr. Cate Dewey, Acting Chair, Department of Population Medicine, Ontario Veterinary College, University of Guelph, Guelph, Ontario, Canada N1G 2W1. Fax (519) 763-8621 or email: cdewey@uoguelph.ca. The University of Guelph is committed to an Employment Equity Program that includes special measures to achieve diversity among its faculty and staff. We, therefore, particularly encourage applications from qualified aboriginal Canadians, persons with disabilities, members of visible minorities and women. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

■ **ÉTUDES ANCIENNES — Université d'Ottawa.** Le Département des études anciennes et de sciences des religions de l'Université d'Ottawa sollicite des candidatures pour un poste de professeur au rang d'adjoint menant à fa permanence à compter du 1er juillet 2005. Domaine de spécialisation. L'archéologie et la culture matérielle du monde classique Le candidat ou la candidate devra être titulaire d'un doctorat pertinent en études anciennes et disposer de publications à caractère universitaire (un minimum de trois) pour être reconnu apte à diriger des études supérieures à l'Université d'Ottawa. L'enseignement au niveau du baccalauréat portera principalement sur l'archéologie du monde gréco-romain, ainsi que l'histoire de l'art durant l'antiquité classique et l'histoire ancienne en général. Puisque le département veut concentrer son programme de maîtrise sur l'antiquité tardive (200–700 apr. J.-C.), on donnera fa préférence aux candidates et candidats qu'feront la preuve de leur compétence dans l'étude de cette période. Il ou elle doit avoir une maîtnse suffisante des langues française et anglaise pour pouvoir enseigner et diriger des recherches du niveau du baccalauréat au doctorat dès l'embauche. L'enseignement se fera principalement en langue anglaise. Le traitement est en conformité avec la convention collective. Toutes les personnes qualifiées sont encouragées à poser leur candidature. Toutefois, cette offre s'adresse de préférence aux citoyens canadiens et aux résidents permanents. L'Université a une politique d'équité en matière d'emploi. Les femmes sont fortement encouragées à poser leur candidature. Le dossier de candidature comprenant lettre de présentation, curriculum vitae, une ou deux publications récentes et trois lettres de recommandation devra parvenir au plus tard le 1 décembre 2004 à: Monsieur Geoffrey Greatrex, directeur, Département des études anciennes et de sciences des religions, Université d'Ottawa, 70, avenue Lauriet, Ottawa (Ontario), Canada K1N 6N5. Tél: 613-562-5714. Télécop. 613-562-5991. Courriel: greatrex@uottawa.ca.

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■ **FILM STUDIES — University of Alberta.** The Department of English and Film Studies at the University of Alberta invites applications for a tenure track appointment at the rank of Assistant Professor in the area of Film Studies, with a specialization in historical or industrial aspects of film. Specific focuses for research and teaching might include early cinema, economics of film production, Hollywood studio-era or post-studio-era filmmaking, any major non-Hollywood film industry, discourses of film advertising and marketing, film reception, or the relation of technical developments or industrial practices to on-screen texts. Applicants should have a PhD, or be close to finishing it at the time of appointment, as well as relevant teaching experience and publications. They should be prepared to teach broadly-based introductory courses in Film Studies as well as more specialized senior courses, and to supervise student work at both undergraduate and graduate levels. The appointment will commence 1 July 2005. Candidates should send the Chair a letter of application, complete curriculum vitae (with full contact information, including phone numbers and e-mail address), a writing sample (20-page maximum), copies of undergraduate and graduate transcripts, and the names of three referees. Candidates are responsible for ensuring that transcripts and three letters of reference are sent directly to the Department. The closing date for applications is 15 November 2004. All application materials should be sent directly to: Garrett PJ Epp, Chair, Department of English and Film Studies, Humanities Centre 3-5, University of Alberta, Edmonton AB T6G 2E5 Canada For information about the Department of English and Film Studies, please consult the department web page at http://www.humanities.ualberta.ca/english/. For further information about the position, please contact the Chair: garrett.epp@ualberta.ca. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified individuals, including women, members of visible minorities, aboriginal persons, persons with disabilities, members of visible minorities, and Aboriginal persons. The records arising from this competition will be managed in accordance with provisions of the Alberta Freedom of Information and Protection of Privacy Act (FOIPP).

■ **FRENCH — University of Windsor.** The University of Windsor invites applications for a tenure-track position in French Language and Literature at the rank of Assistant Professor commencing July 1, 2005. For a detailed position description visit our website at: www.uwindsor.ca/facultypositions. Contact Dr. Dietmar Sage, Head, Languages, Literatures, and Cultures, University of Windsor, Windsor, Ontario, N9B 3P4; Tel. 519-253-3000, Ext. 2873; Fax: 519-971-3648; e-mail: fage@uwindsor.ca. For information on the University of Windsor or the City of Windsor, contact Dr. Janice Drakich, Director, Faculty Recruitment at 877-665-6608 (toll free) or recruit@uwindsor.ca.

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■ **GEODESY & GEOMATICS ENGINEERING — University of New Brunswick.** The Department of Geodesy and Geomatics Engineering (GGE) at the University of New Brunswick (UNB) (Fredericton Campus) invites applications for a tenure-track position at the Assistant Professor level effective 1 January 2005 or as soon as possible thereafter. The successful candidate shall have a solid record of research and teaching achievements in geographic information systems and, to a lesser extent, in one or more of the following geomatics fields: digital image processing, metrology, remote sensing, mapping, real-time navigation and positioning, geomatics systems integration in land and marine applications, geospatial data analysis, precise deformation measurements and analysis in support of engineering and mining applications, hydrography, and geodesy. Applicants will have an earned PhD degree in a relevant discipline. Industry experience is an advantage. Applicants should be eligible for registration as a Professional Engineer (PEng) in the province of New Brunswick and to have completed the requirements for registration within 24 months of starting at UNB. Further information on the process to become a PEng in New Brunswick is available at our Web site: gge.unb.ca. Successful candidates will be expected to act individually and as part of a team in providing academic and research leadership to the profession and to the international community. The University of New Brunswick is located in Fredericton, the capital city of New Brunswick, situated on the beautiful St. John River. UNB has a rich history and a legacy of excellence and makes a significant difference to the economic, social, and cultural development in New Brunswick and around the world. Website: www.unb.ca The Department of Geodesy and Geomatics Engineering comprises 16 faculty members. There are 9 teaching faculty, two research associates, and five professors emeriti who are still active in the Department. There are approximately 120–130 undergraduate students, and approximately 60–70 graduate students from over twenty countries. State-of-the-art geomatics data collection, computing and communication hardware and software facilities are available both within the Department and across campus through collaborative research initiatives. The University of New Brunswick is a co-educational institution with over 12,000 students on two campuses. With a population of just over 50,000, the City of Fredericton offers faculty members and their families a unique combination of lifestyle, facilities, and energy. Further information on both the GGE Department and the City may be found at gge.unb.ca and www.city.fredericton.nb.ca respectively. Curriculum vitae, including three references, and a teaching dossier (if available), should be sent by 1 November 2004 to: Chair Department of Geodesy and Geomatics Engineering University of New Brunswick P. O. Box 4400 Fredericton, N.B. Canada E3B 5A3 All qualified candidates are encouraged to apply, however, Canadian and permanent residents will be given priority. Applicants should indicate current citizenship status. The University of New Brunswick is committed to the principle of employment equity.

■ **GEOGRAPHY — Simon Fraser University.** The Department of Geography at Simon Fraser University seeks to appoint an Assistant Professor in Environmental Geography. This position is a tenure-track appointment starting September 1, 2005. Applicants must have e PhD by time of appointment. All applicants should have demonstrated expertise in the geographical aspects of society-nature relations. Desirable research specialties may include: the greening of the economy; energy or water development; or rural sustainability. Teaching responsibilities will include human ecology and other courses in the Environmental Specialty Major. Applicants should forward a curriculum vitae, statement of research interests and career goals, and reprint or sample of research writing to Dr. Alex Clapp, Chair, Appointments Committee, Department of Geography, Simon Fraser University, Burnaby, British Columbia, Canada V5A 1S6. They should also arrange for three confidential letters of reference to be sent to the Chair under separate cover. The deadline for all materials is December 6, 2004. For additional information see www.sfu.ca/geography. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. Simon Fraser University is committed to employment equity and encourages applications from all qualified persons. The position is subject to final budgetary approval.

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■ **HEALTH & GERONTOLOGY — University of Waterloo.** Leader in Public Health Research and Training. The Department of Health Studies and Gerontology invites applications for a tenured or tenure-track position in public health. The University of Waterloo is initiating a new program in public health, at the graduate and undergraduate level. A proposed Master of Public Health (MPH) program is expected to begin in 2006, to complement existing research-oriented MSc and PhD programs. By the end of the current decade we anticipate an overall enrollment of up to 100 graduate students. The initial program will include at least eight new faculty members, many with joint appointments between the Faculties of Applied Health Sciences, Arts, Environmental Studies, Mathematics (including Computer Science), and Science. Health Studies and Gerontology wishes to appoint an outstanding individual to shape, develop, and promote the new program. The ideal candidate will have an extensive record in building multi-disciplinary research teams, and fostering national and international linkages between researchers, policy makers and program providers. Applicants should have experience working in the public health sector or specialized qualifications in public health (e.g., MPH, or equivalent Masters or Doctoral degree in health administration, health planning, community health, etc.). In keeping with the focus of the new MPH program, candidates should have a strong research and training record in one or more areas related to the socio-behavioural, and/or environmental aspects of public health. The successful candidate will be appointed at the rank of Associate or Full Professor in the Department of Health Studies and Gerontology. The effective date is expected to be July 1, 2005 or as is mutually agreed. The closing date for applications is November 30, 2004. Please submit a curriculum vitae, and arrange for three letters of reference to be sent directly to: Dr. Stephen McColl, Chair, Department of Health Studies and Gerontology, University of Waterloo, Waterloo, ON, Canada, N2L 3G1. (http://www.ahs.uwaterloo.ca/hsg/) All qualified candidates are encouraged to apply, however Canadians and Permanent Residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities.

■ **HISTOIRE — Université d'Ottawa.** Le Département d'histoire de l'Université d'Ottawa annonce l'ouverture d'un poste menant à la permanence en histoire de l'Allemagne depuis 1870. Le poste est ouvert à tous les domaines de spécialisation, incluant l'histoire politique, culturelle, comparative, etc. Entrée en fonction: 1er juillet 2005. Exigences: la préférence sera accordée aux candidats qui ont un doctorat et qui possèdent des publications et de l'expérience dans l'enseignement. Dès son embauche, le candidat devra enseigner en français et en anglais. Le bilinguisme est une condition exigée pour obtenir la permanence. Rang: Professeur adjoint. Salaire: selon la convention collective. Prière de faire parvenir son curriculum vitae et trois lettres de recommandation au Secrétaire du Comité de sélection en histoire des États-Unis, Département d'histoire, Université d'Ottawa, Ottawa, Ontario, K1N 6N5. Date limite pour soumettre sa candidature: le 30 Novembre 2004. Toutes les personnes qualifiées sont encouragées à poser leur candidature. Toutefois, la priorité sera donnée aux citoyens canadiens et aux résidents permanents. L'Université d'Ottawa a une politique d'équité en matière d'emploi.

■ **HISTOIRE — Université d'Ottawa.** Le Département d'histoire de l'Université d'Ottawa annonce l'ouverture d'un poste menant à la permanence en histoire de l'Allemagne depuis 1870. Le poste est ouvert à tous les domaines de spécialisation, incluant l'histoire politique, culturelle, comparative, etc. Entrée en fonction: 1er juillet 2005. Exigences: la préférence sera accordée aux candidats qui ont un doctorat et qui possèdent des publications et de l'expérience dans l'enseignement. Dès son embauche, le candidat devra enseigner en français et en anglais. Le bilinguisme est une condition exigée pour obtenir la permanence. Rang: Professeur adjoint. Salaire: selon la convention collective. Prière de faire parvenir son curriculum vitae et trois lettres de recommandation au Secrétaire du Comité de sélection en histoire de l'Allemagne, Département d'histoire,

McGill

Macdonald Chair in Moral Philosophy

The Department of Philosophy at McGill University invites applications for the Macdonald Chair in Moral Philosophy. This is an endowed chair in moral philosophy broadly construed, at the rank of Full Professor

Candidates for the Macdonald Chair should be distinguished scholars with outstanding records of research, graduate teaching and supervision, and undergraduate teaching. Dossiers should include a curriculum vitae, examplas of recent scholarship, and the names of three referees whom the University may contact. The appointment is expected to begin August 1, 2005 The search committee will begin reviewing applications on **October 31, 2004** and will continue to do so until a suitable candidate is found.

For more information about the Department and the University, visit the Department's web site at http://www.mcgill.ca/philosophy

Please forward letter of application and supporting materials to.

Professor Philip Buckley
Chair, Department of Philosophy
McGill University
855 Sherbrooke Street West
Montreal, Quebec, Canada H3A 2T7

McGill University is committed to equity in employment All qualified candidates are encouraged to apply however Canadians and permanent residents will be given priority The language of instruction at McGill is English but working knowledge of French is also an asset

www.mcgill.ca

UBC

Faculty of Education
The University of British Columbia
www.ubc.ca

Assistant Professor
Art Education and Curriculum Studies

The Department of Curriculum Studies at the University of British Columbia invites applications for one or more full-time, tenure-track position(s) in art education at the assistant professor level. The appointment(s) will become effective July 1, 2005, subject to final budgetary approval.

Candidates must have a doctoral degree, an established record of research and publication, and relevant school teaching experience. The successful candidate should have a strong background in curriculum and instruction at the primary, middle, and/or high school levels and be committed to providing leadership within the teacher education program as well as graduate program in art education and curriculum studies. Responsibilities will include teaching courses at the undergraduate and graduate levels, supervising graduate students and student teachers, and maintaining an active program of research and publication. We encourage applications from individuals with a background in visual culture studies who are able to conduct research, and develop and teach courses, examining the production and consumption of images, objects, and events from diverse cultures and who address visuality and identity through the interdependent elements of race, ethnicity, gender, sexuality, class, and ability, and are committed to critical, anti-racist, and/or anti-oppressive perspectives in the context of the school curriculum.

Programs and courses within the Department of Curriculum Studies cover all of the school curriculum areas with the exception of languages, and department members and students work in a collaborative, cross-disciplinary environment. The Department is particularly interested in receiving applications from candidates with multi-disciplinary or cross-disciplinary interests in education.

The closing date for receipt of applications is *October 31, 2004*.

A letter of application, a curriculum vitae, the names, addresses, and phone/fax numbers of three referees, a statement of research interests, and one published paper (if available) should be sent to:

Dr. Rita Irwin, Head
Department of Curriculum Studies, Faculty of Education
The University of British Columbia
2125 Main Mall, Vancouver, B.C. Canada V6T 1Z4
rita.irwin@ubc.ca.

UBC hires on the basis of merit and is committed to employment equity. All qualified persons are encouraged to apply however priority will be given to Canadian citizens and permanent residents. Appointment at a senior rank may be considered for a woman with exceptional qualifications. Salary will depend upon the successful candidate's qualifications and experience.

CAREERS CARRIÈRES

Université d'Ottawa, Ottawa, Ontario, K1N 6N5. Date limite pour soumettre sa candidature: le 30 Novembre 2004. Toutes les personnes qualifiées sont encouragées à poser leur candidature. Toutefois, la priorité sera donnée aux citoyens canadiens et aux résidents permanents. L'Université d'Ottawa a une politique d'équité en matière d'emploi.

■ **HISTORY — McGill University** To fill the John MacNaughton Chair in Classics, effective 1 August 2005, the Department of History and Classics Program announces a search for an accomplished historian of Ancient Greece. The field is open. It is expected that the successful candidate, in addition to duties in Classical history, will contribute to the offerings of the Classics Programme by the offering of one course per year in the reading of historical texts and sources in Ancient Greek or Latin. The ability to teach undergraduate and graduate courses is required. A letter of application, curriculum vitae, one-page statement of approach to teaching the subject, and three confidential letters of reference should be sent to Professor Brian Lawls, Chair, Department of History, McGill University, 855 Sherbrooke Street West, Montreal, Quebec, Canada, H3A 2T7. The review of files will begin on 15 November 2004. We encourage all qualified people to apply, but Canadian citizens and permanent residents will be given priority. McGill University is committed to equity in employment. English is the language of instruction at McGill, but knowledge of French is an asset.

■ **HISTORY — Saint Mary's University.** The Department of History at Saint Mary's University invites applications for a tenure-track appointment at the assistant professor level in Modern Continental European History. This would include scholars of Eastern Europe but not of the British Isles. The department is particularly interested in applicants who conduct research in European imperialism and/or decolonization. An ability to teach Historiography would also be considered an asset. The successful candidate will be joining a department with a vigorous research culture whose faculty, graduate students, and post-doctoral fellows have made contributions to historical scholarship in a wide range of areas. Saint Mary's University is uniquely committed to internationalizing its curriculum as a way of engaging global issues and preparing students to live and work in a global environment. The department of History provides vital support for the university's international and interdisciplinary programs, including Asian Studies, International Development Studies, Irish Studies, Women's Studies, and Atlantic Canada Studies. We also enjoy a close relationship with the local museums and heritage sites, which we are enhancing through the creation of a Public History component within our program. For further information visit our web page: http://www.smu.ca/academic/arts/history. The appointment will commence on July 1, 2005, subject to budgetary approval. Applicants must have a completed PhD, or be near completion, and demonstrate considerable promise in teaching, research and scholarly publication. Applicants should send a letter of application, a CV, contact information for three academic referees, and a writing sample to the Chair, Department of History, Saint Mary's University, Halifax, Nova Scotia, Canada B3H 3C3. Fax (902) 420-5141. E-mail: history@smu.ca. The closing date for receipt of applications is November 29, 2004. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents; nevertheless applications from all qualified candidates are welcome. Saint Mary's University is committed to the principles of employment equity. Visit the Saint Mary's website at www.smu.ca.

■ **HISTORY — University of Ottawa.** The Department of History of the University of Ottawa invites applications for a tenure-track position at the rank of assistant professor in the History of the United States, with preference for the 20th century. The position is open to all fields of specialization, including international relations, cultural history, environmental history, history of technology, etc. Starting date: 1 July 2005. Requirements: PhD, publications, and teaching experience. The candidate will teach in English. The University of Ottawa is justly proud of its 150-year tradition of bilingualism. Through its Second Language Institute, the University provides training to staff members and to their spouses in their second official language. At the time of tenure, professors are expected to have the

uOttawa

L'Université canadienne
Canada's university

Université d'Ottawa

Accueillant quelque 30 000 étudiants originaires de plus de 125 pays, l'Université d'Ottawa – l'Université canadienne – est un milieu cosmopolite situé au cœur de la capitale du pays, où les gens travaillent, étudient et se divertissent en français comme en anglais.

FACULTÉ DES SCIENCES, DÉPARTEMENT DE BIOLOGIE

Postes de professeur(e) adjoint(e), poste régulier

FONCTIONS : Le Département vise à consolider ses forces interdisciplinaires en génomique environnementale afin d'explorer le domaine des prévisions de réaction des écosystèmes au stress à la lumière des données issues de la génomique, de la protéomique et de l'éco-informatique. Nous recherchons des candidat(e)s œuvrant dans des domaines complémentaires à ce sujet. Ceux-ci comprennent (mais ne sont pas limités à) la biologie cellulaire et microscopie, écotoxicologie, physiologie animale, bio-informatique, génétique, biologie moléculaire, biologie des plantes, microbiologie et biologie mathématique.

Poste de professeur(e) adjoint(e)

FONCTIONS : Les fonctions du poste sont partagées entre l'Université et le Musée canadien de la nature. L'accent est mis sur la systématique des plantes inférieures par le biais des techniques moléculaires. Les responsabilités comprennent la recherche, l'enseignement, le travail de vulgarisation auprés du public et les travaux de conservation.

Candidat(e), Programme d'appui aux professeurs universitaires du CRSNG

FONCTIONS : Nous recherchons un(e) candidat(e) pour être commandité(e) par le Programme d'appui aux professeurs universitaires du *CRSNG*, un programme visant à accroître la représentation des femmes et des autochtones à la faculté. Pour plus de détails, visitez le http://www.nserc.ca/professors_f.asp?nav=profnav&lbi=c7

Candidat(e), Chaire de recherche du Canada (niveau 2)

FONCTIONS : Le Département a récemment obtenu un financement important de la part de la Fondation canadienne pour l'innovation afin d'établir un centre de recherche avancée en génomique environnementale. Nous possédons d'excellents laboratoires pour l'analyse microréseau de l'ADNc et la bio-informatique, de même que les installations nécessaires à plusieurs types d'analyses environnementales. Le(la) titulaire de la Chaire de recherche sera encouragé(e) à participer aux activités du Centre. Pour obtenir plus d'information, veuillez visiter le www.chaires.gc.ca

Candidat(e), Professeur-chercheur industriel du CRSNG

FONCTIONS : Le (la) candidat(e) idéal(e) devra mettre en place une approche de recherche coopérative avec les partenaires de l'industrie et conclure des arrangements pour des fonds industriels adéquats. Pour obtenir plus d'information, veuillez visiter le http://www.nserc.ca/professors_f.asp?nav=profnav&lbi=c1

CRITÈRES DE SÉLECTION POUR TOUS CES POSTES

Les nominations seront normalement effectuées au rang de professeur adjoint; toutefois, les candidat(e)s de rang plus élevé peuvent être considéré(e)s. Les personnes sélectionnées participeront aux progammes d'enseignement du premier cycle et des cycles supérieurs en biologie, en sciences biopharmaceutiques et(ou) en sciences de l'environnement. Vous devez posséder un diplôme universitaire de troisième cycle et un programme de recherche important et indépendant. Comme l'Université est un établissement bilingue, les candidat(e)s aux postes réguliers de faculté doivent pouvoir enseigner en français et en anglais. Les personnes nominées aux chaires et aux programmes gouvernementaux se verront attribuer des responsabilités administratives et d'enseignement réduites au cours de leur période d'affectation. Pour ces postes, le bilinguisme constitue un atout.

Les personnes intéressées à poser leur candidature doivent faire parvenir une description de leurs intérêts en enseignement et de leur programme de recherche, leur curriculum vitæ et quatre lettres de recommandation avant le **5 novembre 2004** au **Comité de sélection, Département de biologie, Université d'Ottawa, C. P. 450, succursale A, Ottawa (Ontario) K1N 6N5 Canada. Télécopieur : (613) 562-5486**

uOttawa.ca

Suivant les politiques gouvernementales, tous les candidats qualifiés sont invités à postuler. Cependant, les citoyens canadiens et les résidents permanents auront la priorité.

L'Université d'Ottawa a une politique d'égalité en matière d'emploi. Les femmes sont fortement encouragées à poser leur candidature. Il va de même des autochtones, des membres des minorités visibles ainsi que des personnes ayant un handicap.

University of Ottawa

Located in the heart of Canada's capital, offering a broad range of outstanding research and teaching programs to 30,000 students in both of our country's official languages, thriving on its growing diversity and its national outlook, the University of Ottawa is Canada's university.

FACULTY OF SCIENCE, DEPARTMENT OF BIOLOGY

Assistant Professors – Regular Faculty

JOB FUNCTIONS The Department seeks to build on our interdisciplinary strength in environmental genomics and expand into the area of prediction of ecosystem responses to stress using genomic, proteomic and ecoinformatic data. We seek candidates in areas complementary to this theme. These include (but are not limited to) cell biology and microscopy, ecotoxicology, animal physiology, bioinformatics, genetics, molecular biology, plant biology, microbiology, and mathematical biology.

Assistant Professor

JOB FUNCTIONS This position will be shared between the University and the Canadian Museum of Nature. This position should focus on systematics of lower plants using molecular techniques. Responsibilities will include research, teaching, public outreach and curatorial work.

Nominee – NSERC University Faculty Award

JOB FUNCTIONS We are seeking a candidate to be sponsored for an NSERC University Faculty Award, a program intended to increase representation of women and Aboriginal peoples in faculty positions. For details, see: http://www.nserc.gc.ca/professors_e.asp?nav=profnav&lbi=c7

Nominee – Tier II Canada Research Chair

JOB FUNCTIONS The department has recently received major funding from the Canada Foundation for Innovation to establish a Centre for Advanced Research in Environmental Genomics. We have excellent laboratory facilities for cDNA microarray analysis and bioinformatics, as well as facilities for many types of environmental analyses. The Research Chair will be encouraged to participate in the activities of the Centre. For more information, please visit www.chairs.gc.ca

Nominee – NSERC Industrial Research Chair

JOB FUNCTIONS The successful candidate will be expected to establish collaborative research with industrial partners and to arrange for matching industrial funds. For more information, please visit the NSERC website at www.nserc.gc.ca/professors_e.asp?/nav+profnav&lbi=c1

SELECTION CRITERIA FOR ALL POSITIONS

Appointments will normally be at the Assistant Professor level, but applications from candidates at higher ranks may be considered. Successful candidates will participate in undergraduate and graduate teaching in programs in Biology, Biopharmaceutical Sciences and/or Environmental Sciences. Candidates must have a PhD and a strong, independent research program. As the University is a bilingual institution, candidates for regular faculty positions will be expected to teach in both French and English. Successful candidates for the chairs and awards will have reduced teaching and administrative responsibilities during the tenure of their awards. For these positions, bilingualism is an asset.

Applicants should send a description of their teaching interests and their proposed research program, as well as a curriculum vitae, and the names of four referees before **November 5, 2004**, to: **Search Committee, Department of Biology, University of Ottawa, Box 450, Station A, Ottawa, Ontario K1N 6N5 Canada. Fax: (613) 562-5486.**

According to government policy, all qualified candidates are invited to apply. However, preference will be given to Canadian citizens and permanent residents.

The University of Ottawa is an equal opportunity employer. We strongly encourage applications from women, Aboriginal peoples, persons with disabilities and members of visible minorities.

CAREERS CARRIÈRES

ability to function in a bilingual setting. Salary: According to the Collective Agreement. Applicants should submit a curriculum vitae and three letters of reference to the Secretary, Selection Committee for U.S. History, Department of History, University of Ottawa, Ottawa, Ontario, K1N 6N5. Deadline for applications: 30 November 2004. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Employment equity is University policy.

■ **HISTORY — University of Ottawa.** The Department of History of the University of Ottawa invites applications for a tenure-track position in the history of Germany since 1670. The position is open to all fields of specialization, including political history, cultural history, comparative history, etc. Starting date: 1 July 2005. Requirements: PhD, publications, and teaching experience. The candidate will be required to teach immediately in both French and English. Bilingualism is a condition of tenure. Rank: Assistant Professor. Salary: According to the Collective Agreement. Applicants should submit a curriculum vitae and three letters of reference to the Secretary, Selection Committee for History of Germany, Department of History, University of Ottawa, Ottawa, Ontario, K1N 6N5. Deadline for applications: 30 November 2004. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Employment equity is University policy.

■ **HISTORY — University of Windsor.** The University of Windsor invites applications for a tenure-track faculty position in the Department of History at the rank of Assistant Professor commencing July 1, 2005. For a detailed position description visit our website at: www.uwindsor.ca/facultypositions. Contact: Dr. Bruce Tucker, Head, Department of History, University of Windsor, Windsor, Ontario N9B 3P4. Phone: 519.253.3000, Ext. 2323, Fax: 519.971.3610, Email: tucker1@uwindsor.ca. For information on the University of Windsor or the City of Windsor, contact Dr Janice Drakich, Director, Faculty Recruitment at 877-665-6608 (toll free) or recruit@uwindsor.ca.

■ **HISTORY — Simon Fraser University.** The Department of History at Simon Fraser University invites applications for a Tier II Canada Research Chair (CRC) in the History of the Indigenous Peoples of the Americas at the assistant or junior associate professor level. The successful candidate will possess expertise in the history of the indigenous peoples of the North American West, with a particular emphasis on the Pacific Northwest. The research chair will support and lead the teaching and research initiatives of a dynamic group of historians and others working in Indigenous history at Simon Fraser University. Further information about Canada Research Chairs may be found at http://www.chairs.gc.ca. While this position involves some graduate and undergraduate teaching, its primary a research appointment and is supported by research funding. Applicants are invited to articulate the ways in which their research and expertise would contribute to the objectives of the position. For further information about this position and the Department, please access the History web pages at SFU http://www.sfu.ca/history. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Simon Fraser University is committed to employment equity and encourages applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities. This position is subject to approval by the University Board of Governors and to approval and funding by the Canada Research Chairs Steering Committee. Review of completed application files will begin on November 1, 2004. Applicants should send a curriculum vitae and samples of writing and arrange for six letters of reference to be sent to: Dr. J. I. Little, Chair, Department of History, Simon Fraser University, Burnaby, B.C. V5A 1S6 Canada; FAX: (604) 291-5837.

■ **HISTORY — University of Waterloo.** Applications are invited for a tenure-track position at the Assistant Professor level in Twentieth Century United States history. All fields are invited to apply. Candidates must have a PhD and a strong commitment to research and teaching undergraduate and graduate courses. We encourage candidates who have creative and innovative approaches to teaching. Ability to teach large courses is necessary. The Department of History offers a collegial atmosphere in a beautiful community one hour's drive from Toronto. Applicants should send a curriculum vitae, transcripts, list of courses taught, copies of teaching evaluations and three reference letters to Dr. Kenneth McLaughlin, Chair, Department of History, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1. It is the intention of the University of Waterloo to fill its vacancies with recent PhD graduates appointed as Assistant Professors wherever possible. All qualified candidates are encouraged to apply; however, Canadians and Permanent Residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. Closing date for applications is December 1, 2004. Please note that applications sent by facsimile or e-mail will not be accepted.

■ **HISTORY OF PHYSICS — University of Toronto.** Applications are invited for a tenure-stream position at the rank of Assistant or Associate Professor in the Institute for the History and Philosophy of Science and Technology at the University of Toronto. ADS: History of physics and related sciences. Familiarity with the interplay between philosophy of science and history of science will be considered an asset. The successful candidate must be outstanding at teaching and research, and will be expected to make a significant contribution to the quality and status of the Institute. PhD completed or in hand by time of appointment is required. The expected starting date for the position is July 1, 2005. Salary commensurate with qualifications. Candidates should arrange for their CV, a writing sample, teaching materials, and at least three letters of reference to be sent to Professor Paul Thompson, Director, Institute for the History and Philosophy of Science and Technology, University of Toronto, 91 Charles St. West, Room 316, Toronto, Ontario, Canada M5S 1K7. To ensure full consideration, applications should be received by November 15, 2004. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, Aboriginal persons, and persons with disabilities, members of sexual minority groups, and others who may contribute to the further diversification of ideas.

■ **HISTORY/POLITICAL SCIENCE — University of Waterloo.** Applications are invited for a tenure-track position for a joint appointment in the departments of History and Political Science at the University of Waterloo at the Assistant Professor level. We are interested in candidates with expertise in modern transnational studies, with a non-Western focus. The issue areas may include global NGOs, civil society, transnational terrorism, cross border migration and refugees and humanitarian aid. Applicants taking a transnational approach to the study of Asia (including East Asia, Southeast Asia, and the Indian sub-continent), Latin America, and Africa are particularly welcomed. Candidates must have a Ph.D. in History with an interdisciplinary interest in teaching/research in Political Science. The candidate is expected to contribute to teaching at the undergraduate level in a large class environment and at the graduate level. The appointment is effective January 1, 2005 or when filled. Salary negotiable. Send application, CV, teaching dossier, 2 or 3 samples of recent scholarly work, and three letters of reference to Professor Kenneth McLaughlin, Chair, Department of History, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1 by October 12, 2004. All qualified candidates are encouraged to apply; however Canadians and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals including women, members of visible minorities, native peoples, and persons with disabilities.

■ **HUMAN RESOURCE MANAGEMENT — University of New Brunswick.** The University of New Brunswick, Faculty of Administration, Fredericton, invites applications for a tenure-track position in Human Resource Management. This appointment will be at the Assistant Professor level and will have an effective date of July 1, 2005 or as soon thereafter as possible. The Faculty of Administration is innovative and forward thinking in its programs, curriculum design and outreach activities. It is one of the largest Faculties on the Fredericton campus with more than 1100 students. Active in the international arena, the Faculty offers its programs in partnership with institutions in Egypt, Poland and Trinidad and Tobago. Successful candidates will be expected to teach courses at the undergraduate and graduate levels and should be committed to effective and innovative teaching practices. Successful candidates should have a demonstrated program of quality research or potential to the development of such a program. The Faculty is building on its strengths in International Business, Entrepreneurship, and Management of Technology. Candidates whose qualifications and interests fit with one or more of these areas, but in particular, International Business, will be given preference. The successful candidate will hold a doctorate in the field of Human Resource Management or be in the final stages of completing the dissertation, and will have teaching capabilities in the field. Salary is commensurate with qualifications and experience. Applicants should direct inquiries and applications, including curriculum vitae, description of teaching and research interests, and the names of three references to: Dr. Wiktor Askanas, Acting Dean, Faculty of Administration, University of New Brunswick, PO Box 4400, Fredericton, NB E3B 5A3; Phone: 506.452.6304, Email: fadasec@unb.ca. Applications for this position will be accepted until November 30, 2004. In the event that the position cannot be filled with a qualified, tenure-track candidate, consideration will be given to a candidate with lesser qualifications for the purpose of a term appointment. All qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority. Applicants should indicate current citizenship status. The University of New Brunswick is committed to the principle of employment equity.

■ **HUMAN RESOURCES MANAGEMENT & ORGANIZATIONAL BEHAVIOR — University of Lethbridge.** The University of Lethbridge, Faculty of Management, in Lethbridge, Alberta, Canada, has an opening for an instructor in Human Resources Management & Organizational Behavior starting for the 2005 academic year. This position may also include teaching research methods. The successful candidate will have a master's degree and experience in human resources management. Applicants must have a demonstrated commitment to effective and innovative teaching. Faculty of Management: The Faculty of Management values both teaching and research excellence. Class sizes are reasonable. The Faculty of Management has campuses in Lethbridge, Edmonton and Calgary. The position advertised here is for the Lethbridge campus. The Faculty of Management consists of approximately 52 faculty members with diverse research interest and approximately 2000 students, in a number of undergraduate majors. The Faculty has a research-based MSc program in Management and maintains close ties to the business community through co-op and mentorship programs. Strong international exchange programs are in place for both students and faculty. For more information about the Faculty, visit our website at: www.uleth.ca/man/. University of Lethbridge: Nestled along the banks of the Oldman River in Alberta's third largest city, the University of Lethbridge, primarily an undergraduate institution, has approximately 7000 students from 37 countries. In our efforts to provide the best possible education to our students, we focus on excellence in teaching and research and have been rated #1 for research activities among institutions of our size in Canada. For more information about The University of Lethbridge, visit our website at: www.uleth.ca. The City of Lethbridge: The City of Lethbridge, with a population of 70,000 is located three hours north of Great Falls, Montana, and two hours south of Calgary, Alberta. The City's close proximity to Banff National Park, Waterton Lakes National Park and numerous other historical and natural sites within easy driving distance, make the area ideal for cycling, hiking, canoeing, skiing and a wide variety of other activities. High amounts of sunshine through all four seasons of the year are complemented by a safe, secure and friendly environment, making Lethbridge a very pleasant place to live and raise a family. Applications should include a curriculum vitae, transcripts, evidence of teaching effectiveness, course outline, and names and contact information of at least three referees. Send this material and arrange for letters of reference to be mailed directly to: Dr. Toni Nelson, Faculty of Management, University of Lethbridge, 4401 University Drive, Lethbridge, AB, T1K 3M4 Canada, or e-mail: management.dean@uleth.ca. The University of Lethbridge is an equal opportunity employer.

■ **HYDROCHEMISTRY — University of Windsor.** The University of Windsor, Great Lakes Institute for Environmental Research (GLIER), invites applications for a tenure-track position in the area of Hydrochemistry at the rank of Assistant Professor commencing July 1, 2005. For a detailed position description visit our website at: www.uwindsor.ca/facultypositions. Contact Dr. Brian J. Eryer, Acting Director, Great Lakes Institute for Environmental Research, University of Windsor, Windsor, ON N9B 3P4, Phone: 519.253.3000, ext 2732, Fax: 519.971.3616, Email: bfryer@uwindsor.ca. For information on the University of Windsor or the City of Windsor, contact Dr. Janice Drakich, Director, Faculty Recruitment at 877-665-6608 (toll free) or recruit@uwindsor.ca.

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■ **INORGANIC CHEMISTRY — University of Toronto.** The Department of Chemistry, University of Toronto, invites applications for a tenure stream position at the rank of Assistant Professor in the area of Inorganic Chemistry effective on or after July 1, 2005. Applicants should possess a PhD in the broadly defined area of Inorganic Chemistry, a strong academic background, an excellent research record and demonstrated potential for excellence in teaching. The successful candidate will be expected to conduct an active and innovative research program and to teach inorganic chemistry at both the undergraduate and graduate level. Salary will be commensurate with qualifications and experience. The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to the further diversification of ideas. All qualified candidates are encouraged to apply; however, Canadian and permanent residents will be given priority. Applications will be accepted until October 15, 2004. Applicants should provide a curriculum vitae, statement of teaching philosophy and interests, an outline of their proposed research and should arrange to have three confidential letters of recommendation sent on their behalf to Chair of Chemistry, Department of Chemistry, University of Toronto, 80 St. George Street, Room 151 Toronto, Ontario M5S 3H6, Canada. You may mail your material, to the address above, or email to chmsch@chem.utoronto.ca. If you are submitting electronically, only PDF documents will be accepted.

■ **INTERNATIONAL DEVELOPMENT — Saint Mary's University.** International Development Studies (IDS) is an interdisciplinary program at Saint Mary's University offering undergraduate degrees as well as MA degrees and a Graduate Diploma. The Faculty of Arts invites applications for a tenure-track position in this program at the rank of Associate level or higher, commencing July 1, 2005, or January 1, 2005. The successful candidate will be expected to bring leadership to the IDS program, and assume administrative duties related to coordination of the IDS program. The specialization is open, but preference will be given to scholars in development economics or the political economy of international development, and also to those with an area interest in either Asia or Latin America. The position will be cross-appointed to an appropriate department in Saint Mary's University. Applicants must have a PhD and be established and active scholars with a strong record of publications and successful teaching at graduate and undergraduate levels in a Canadian university setting. The position involves curriculum development for the core IDS programs, supervision of Honours and Masters students, and collaboration with an interdisciplinary group of scholars from across the University. Saint Mary's University is uniquely committed to serving the local, regional, national and international communities, a commitment which it realizes through outreach activities, community-based research programs, and contributions to life-long learning. Its distinctly international character is reflected in its portion of international students and success in securing funding for international projects. Saint Mary's has a number of collaboration agreements with universities and educational agencies around the world. The Faculty of Arts is particularly interested in candidates who can contribute to the greater internationalization of the Saint Mary's curriculum as a way of engaging global issues and of preparing students to live and work in a global environment. Applicants are asked to submit a curriculum vitae, an example of recent published work, and a teaching dossier. They should also provide the names, addresses and contact number for three referees, and arrange for them to submit confidential letters of reference to Saint Mary's. Application packages and letters of reference should be sent directly to Henry Veltmeyer, Acting Coordinator, International Development Studies, Saint Mary's University, Halifax, Nova Scotia, B3H 3C3. Applicants are responsible for ensuring that their files are complete. The deadline for completed applications is November 1, 2004. Although candidates of all nationalities are encouraged to apply, Canadian immigration policy requires that priority consideration be given to qualified Canadian citizens and permanent residents. Saint Mary's University is committed to the principles of employment equity. Salary will be commensurate with rank.

■ **INTERNATIONAL DEVELOPMENT STUDIES — York University.** The Division of Social Science, Faculty of Arts, York University invites applications for a tenure-track appointment at the rank of Assistant Professor in the critical and interdisciplinary study of International Development starting July 1, 2005 (subject to budgetary approval). Applicants should hold a PhD with a specialization in the field of International Development, and are expected to demonstrate the promise of excellence in both scholarship and teaching at the undergraduate and graduate levels. Applicants for the position should have research and work experience in the developing world. Although area of specialization is open, the following areas of expertise will be given preference: a) critical approaches to the contemporary practices of development and b) local development. Familiarity with development research methodologies and assessment tools will be an asset. Applicants are invited to visit the Program's website at http://www.arts.yorku.ca/ids/. Candidates are asked to submit a curriculum vitae, a statement of teaching and research interests, appropriate samples of their scholarship and teaching evaluations and arrange to have three referees send letters of reference directly to: Dr. Darryl Reed, Chair, Division of Social Science, S756A Ross Building, York University, 4700 Keele Street, Toronto, Ontario, M3J 1P3. Tel: (416) 736-2100 x77812; fax: (416) 736-5574; email: dreed@yorku.ca. Deadline for applications is October 15, 2004. York University is an Affirmative Action Employer. The Affirmative Action Program can be found on York's website at www.yorku.ca/acadjobs/index.htm or a copy can be obtained by calling the Affirmative Action office at 416-736-5713. All qualified candidates are encouraged to apply; however, Canadian citizens and Permanent Residents will be given priority.

K

■ **KINESIOLOGY — University of Windsor.** The University of Windsor invites applications for a tenure-track position in the Department of Kinesiology at the rank of Assistant Professor commencing July 1, 2005. For a detailed position description visit our website at: www.uwindsor.ca/facultypositions. Contact: Dr. Robert Boucher, Acting Dean, Faculty of Human Kinetics, University of Windsor, 401 Sunset Avenue, Windsor, ON, N9B 3P4, Tel: 519-253-3000, Ext. 2432, Fax: 519-973-7056, Email: bouche4@uwindsor.ca. For information on the University of Windsor or the City of Windsor, contact Dr Janice Drakich, Director, Faculty Recruitment at 877-665-6608 (toll free) or recruit@uwindsor.ca

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UNIVERSITY OF ALBERTA
EDMONTON, ALBERTA, CANADA

www.careers.ualberta.ca

Sociology Assistant Professor

Department of Sociology

The Department of Sociology invites applications for two tenure-track positions at the Assistant Professor level in the areas of Social Inequality/Social Policy and Classical Social Theory, commencing July 1, 2005. The benefits package is comprehensive. PhD is required at the time of appointment, and applicants must demonstrate a strong record/outstanding potential for research, excellent communication and teaching skills, and leadership ability.

(1) Social Inequality/Social Policy: Preference will be given to applicants with teaching and research interests in poverty, social class, race/racism, and related areas of social inequality and who emphasize the social policy implications of their research.

(2) Classical Social Theory: Preference will be given to applicants with teaching and research interests in comparative historical sociology, social and political thought, and sociology of knowledge.

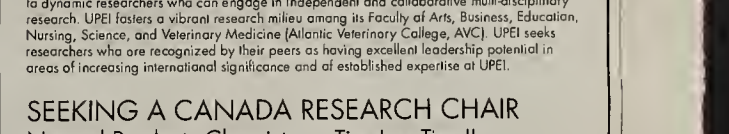
Applicants should submit a letter of intent, curriculum vitae, and arrange for three confidential letters of reference to be sent by January 10, 2005 to:

Dr. R. A. Sydie, Professor and Chair
Department of Sociology
University of Alberta
Edmonton, Alberta T6G 2H4 Canada
Fax: (780) 492-7196

For additional information, Sociology website is at www.arts.ualberta.ca/socweb

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. If suitable Canadian citizens or permanent residents cannot be found, other individuals will be considered. The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

BUILDING THE FUTURE—
Researchers with Vision



CANADA RESEARCH CHAIR • NATURAL PRODUCTS CHEMISTRY

The **University of Prince Edward Island** (UPEI) is offering research chair opportunities to dynamic researchers who can engage in independent and collaborative multi-disciplinary research. UPEI fosters a vibrant research milieu among its Faculty of Arts, Business, Education, Nursing, Science, and Veterinary Medicine (Atlantic Veterinary College, AVC). UPEI seeks researchers who are recognized by their peers as having excellent leadership potential in areas of increasing international significance and of established expertise at UPEI.

SEEKING A CANADA RESEARCH CHAIR
Natural Products Chemistry – Tier I or Tier II

UPEI is ideally positioned to lead in the development of a varied and value-added bioecanamy of global relevance. A core of energetic and highly talented researchers at UPEI are involved in determining the healthful benefits of natural products. Strong regional collaborations exist with bio-business, government research laboratories, and partnering universities. The new NRC Institute for Nutrisciences and Health on UPEI's campus provides enriched opportunities for collaboration.

A Natural Product Chemist CRC will provide crucial expertise and play a leadership role in building a multidisciplinary team. The Chemistry Department is located within the state-of-the-art K.C. Irving building, is staffed by highly active faculty with leading-edge research programs, and is well-equipped with a wide range of structural determination and analytical instrumentation. The Chemistry Department is located within the Faculty of Science, which has a strong record for scholarship.

Learn more. www.upei.ca/research/ or contact Dr. Roger Gordon, Dean of Science, 902.566-0382, rgordon@upei.ca

Send applications or nominations, consisting of a cover letter, a CV, and a list of three referees to Dr. Katherine Schultz, Vice-President, Research & Development, University of Prince Edward Island, 550 University Avenue, Charlottetown, PEI, Canada, C1A 4P3. Phone 902-566-0637. Fax 902-566-0756. E-mail research@upei.ca. Consideration of applications will begin November 26th, 2004, and will continue until a nominee is selected. UPEI is committed to the principle of equity in employment. For more information on the Canada Research Chairs program, visit www.chairs.gc.ca

Stephanie Bolster
Assistant Professor,
English

Concordia University's Faculty of Arts and Science

Share our Exciting Future

Concordia is among the largest and fastest-growing universities in Canada, thanks to several years of record growth in student enrolment. The university currently boasts more than 32,000 credit students and 7,500 non-credit continuing education students – representing the largest student body in its history. These students represent more than 160 countries, and our classrooms and campuses are a melting pot of diverse languages, religions and ethnic backgrounds.

The Faculty of Arts and Science is the largest of Concordia's four Faculties, offering more than 2,800 courses a year in 27 academic departments and colleges, encompassing the Sciences, the Social Sciences and the Humanities.

We are also involved in an extensive building program and have recently completed an 85 million dollar state-of-the-art Richard J. Renaud Science Complex; our Communication Studies and Journalism departments will move into a new facility in 2005; and many of our Humanities and Social Science departments will move to renovated quarters in the very near future.

One of the most exciting developments taking place in the Faculty of Arts and Science is the renewal of its professorial ranks. Since 1997, the Faculty has hired nearly 200 tenured and tenure-track professors marking the biggest influx of new faculty members in a generation. These new professors, culled from thousands of applicants from around the world, are among the most promising teachers and researchers in their fields. The influx of new professors has also altered the research landscape at Concordia. Our professors now attract millions of dollars of external research funding each year.

We invite you to join our dynamic Faculty.

ANTHROPOLOGY

The Department of Sociology and Anthropology invites applications for a tenure-track position in Sociocultural Anthropology. Applicants should have substantial ethnographic fieldwork experience, theoretically informed research interests and evidence of strong scholarly productivity. We are particularly but not exclusively interested in researchers with experience in one or more of the following areas: indigenous peoples, aboriginality, visual anthropology, representation or East Asia. Applicants must have a PhD at the time of appointment. This is a joint department: sociologists may also apply. A working knowledge of French is an asset.

Dr. Christine Jourdon
Chair, Department of Sociology and Anthropalagy
jourdon@vax2.concordia.ca

APPLIED HUMAN SCIENCES

Our Department of Applied Human Sciences invites applications for up to two tenure-track positions in Human Systems Intervention. Applicants must have a PhD in a relevant social science discipline. Advanced professional training in human relations and group process intervention is desirable. Experience as an external or internal consultant, and French proficiency will be considered as assets. Successful candidates will be expected to teach and develop courses at both the undergraduate and graduate levels, in among the following areas: Human Systems Intervention, Organizational or Community Leadership, Intervention Planning and Research Methods, Philosophy and Ethics of Intervention, and Consultation Methods. Successful candidates will also be expected to maintain a research profile leading to external funding and peer reviewed publications.

Dr. Vorda Monn-Feder
Choir, Department of Applied Humon Sciences
vorda@vox2.cancordio.ca

CHEMISTRY

The Department of Chemistry and Biochemistry seeks outstanding applicants for a tenure-track position in Biochemistry. The department, which is housed in the new Richard J. Renaud Science Complex, is especially well equipped for biophysical studies of biological macromolecules. Faculty members may access equipment and expertise in the Centres for Structural and Functional Genomics, Biological Applications of Mass Spectrometry, and Research in Molecular Modeling. Applicants should have a recent PhD, as well as postdoctoral experience. The successful candidate will be expected to establish an active research program, as well as teach biochemistry at both the graduate and undergraduate levels.

Dr. Peter Bird, Acting Choir
Department of Chemistry and Biochemistry
birp@vax2.concordia.ca

CLASSICS

The Department of Classics, Modern Languages and Linguistics invites applications for a tenure-track position in Classics, Greek Studies. We are seeking applicants with a concentration in one of the main areas of Classics (Greek archaeology, ancient culture, history or literature), with a secondary interest in Roman culture. Candidates should have competence to teach ancient Greek at all levels. Applicants should have a PhD, proven excellence in teaching, and an active research profile.

Dr. Catherine Volleja
Chair, Department of Classics, Modern Longuoges ond Linguistics
vollejo@alcor.concardia.co

COMMUNICATION STUDIES

Our Department of Communication Studies invites applications for a tenure-track position in one or more of the following areas: Theory and Practice of Sound, Film, Video, or Multimedia. Applicants should have a terminal degree (PhD or MFA) in Communication Studies or a cognate discipline. Applicants should also have related teaching experience and the ability to build and maintain a high quality creative and/or research program. Candidates for this position will be expected to teach in creative laboratory and seminar courses. This position requires candidates to supervise students at the undergraduate and graduate levels.

Dr. Lorno Roth
Choir, Department of Communicatian Studies
roth@vox2.cancordia.ca

ECONOMICS

The Department of Economics is currently inviting applications for up to two tenure-track positions. While all fields will be considered, we have a special interest in candidates who specialize in applied economics (including International Economics, Financial Economics, Labour, Industrial Organization), econometrics, macroeconomics or microeconomics. Applicants should have a completed or nearly completed PhD, the ability to teach at the undergraduate and graduate levels, and be committed to research. Appointments at a more senior level may also be considered.

Dr. William Sims
Chair, Department of Ecanamics
simswos@vox2.concordio.ca

EDUCATIONAL TECHNOLOGY

The Department of Education invites applications for one tenure-track position in the field of Educational Technology. Applicants must be able to teach courses in the areas of e-learning or distance education plus one or more of the following areas: theory and applications of educational computing; multi-media design and development; human performance technology; cognitive sciences; and/or formative evaluation. Applicants should have a PhD and must be committed to teaching, supervising undergraduate and graduate students and developing a strong research program. The language of instruction at Concordia University is English, but knowledge of French is an asset. Industry experience is also an asset.

Prafessor Ellen Jacabs
Chair, Department of Educatian
jacabs@vox2.cancardia.ca

EDUCATIONAL STUDIES

The Department of Education invites applications for a tenure-track position in the MA Educational Studies Program. Applicants must have a completed PhD and a research profile, including a record of publications and the ability to obtain external research funding. The candidate must be able to teach undergraduate and graduate courses in history and philosophy of education.

Professor Ellen Jocobs
Chair, Department of Education
jocobs@vax2.concordio.co

ENGLISH

The Department of English invites applications for two tenure-track appointments at the rank of Assistant Professor: one in English Renaissance literature and the other in Twentieth Century literature. Candidates for the position in English Renaissance literature should have teaching competence across the field, including non-dramatic literature, Renaissance drama, and Shakespeare. Candidates for the position in Twentieth Century

CAREERS CARRIÈRES

literature should have teaching competence in modern and contemporary British and American literature. For both these positions a completed PhD, or one very near completion, is necessary, and teaching experience is highly desirable. Publications are a definite asset, and we will look for a clear indication of scholarly promise. These positions require commitment to both scholarship and teaching. Candidates for either of these positions should send a writing sample, transcript, and teaching evaluations (if available) as well as a letter of intent, CV, and three letters of reference to:
Professor Terence Byrnes
Chair, Department of English
byrnes@alcar.concordia.ca

ÉTUDES FRANÇAISES

Le département d'Études françaises sollicite des candidatures à deux postes éventuels. Les qualifications recherchées sont un doctorat, une expérience pertinente de l'enseignement, un dossier de recherches et des publications. Un poste au rang de professeur adjoint orienté vers la traduction générale et spécialisée. Les candidats retenus pour ce poste auront une formation en traduction, en traductologie ou dans un domaine connexe, une connaissance du milieu professionnel au Canada ainsi que de la révision. La connaissance des outils de TAO constitue un atout. Un second poste au même rang, en littérature française du XX^{e} siècle avec un intérêt pour la théorie littéraire, la critique et la création littéraires.
Dr. Lucie Lequin
Directrice, Département d'études françaises
lequin@vax2.concordia.ca

EXERCISE SCIENCE

The Department of Exercise Science invites applications for a tenure-track position in the area of Clinical Exercise Physiology. Applicants must have a PhD degree relevant to the discipline of Exercise Science. Preference will be given to candidates with expertise in the areas of Human Anatomy, Human Physiology, Biochemistry of Exercise, Clinical Pharmacology, and Gerontology. Priority will be given to those candidates who possess post-doctoral research experience. The successful candidate will be expected to establish an active research program, secure external funding, and supervise graduate students. Teaching will include courses both at the undergraduate and graduate level.
Dr. Robert Kilgaur
Chair, Department of Exercise Science
kilgaur@vax2.concordia.ca

HISTORY

Our Department of History invites applications for up to two tenure-track positions in Asian History. In addition to a strong research profile, the successful candidates should have the ability to teach at the undergraduate and graduate levels in two of the following areas: South, Central, East, and Southeast Asia. Successful candidates may also be asked to participate in the teaching of an introductory World History course. For both positions, applicants must have a PhD, teaching experience and publications appropriate to an entry-level position.
Dr. Graham Carr
Chair, Department of History
gcarr@vax2.concordia.ca

JOURNALISM

Our Department of Journalism invites applications for a tenure-track position in Broadcast Journalism. We are looking for a candidate who can teach workshop classes in radio and television, as well as courses in broadcast theory and history. Responsibilities will include teaching at both the graduate and undergraduate levels. The ideal candidate must have a graduate degree in a relevant field, as well as five years of professional experience as a broadcast journalist. University teaching experience and a strong research or professional portfolio is essential.
Dr. Enn Raudsepp
Directar, Jaurnalism Department
raudhen@vax2.cancardia.ca

MATHEMATICS AND STATISTICS

The Department of Mathematics and Statistics invites applications for a tenure-track position in Actuarial or Financial Mathematics. Applicants should have a PhD, and strong research and teaching records both at the undergraduate and graduate levels.
Dr. Hershy Kisilevsky
Chair, Department af Mathematics and Statistics
chair@mathstat.cancardia.ca

PHILOSOPHY

The Department of Philosophy invites applications for a tenure-track position with a specialization in Ancient Western Philosophy. The Department also has undergraduate and graduate teaching needs in several areas complementary to this specialization. Applicants must have a PhD, teaching experience and publications appropriate to an entry-level position.
Dr. Christopher Gray
Chair, Department af Philasaphy
graycb@alcar.cancardia.ca

PHYSICS

Our Department of Physics invites applications for one tenure-track position in one of the following areas: experimental biophysics (all fields), or experimental condensed matter physics with applications in biological systems. Applicants must have a PhD in Physics and relevant postdoctoral experience, a record of research accomplishments, and a demonstrated potential for teaching at both the undergraduate and graduate levels.
Dr. Marianna Frank
Chair, Department af Physics
mfrank@vax2.cancardia.ca

POLITICAL SCIENCE

Our Department of Political Science invites applications for up to two tenure-track positions. The first position is in Canadian Politics. The candidate may have expertise in any sub field of the area. An asset would be to have research with policy implications. The second position is in the History of Political Philosophy and Political Theory. The candidate should be well versed in Ancient Greek and/or Roman political thought. Applicants for each of these positions should have a PhD and an active research program. The successful candidates will teach at both the undergraduate and graduate levels.
Dr. Reeta Tremblay, Chair
Department af Palitical Science
reetact@vax2.cancardia.ca

PSYCHOLOGY

The Department of Psychology invites applications for a tenure-track position in the area of clinical psychology. This position is open to applicants at any rank. We are seeking applicants with a strong research background and a commitment to clinical research. The position is open to candidates whose research is focused on the etiology and/or treatment of child or adult psychopathology. Clinical researchers in Psychology at Concordia benefit from a diverse faculty with a broad range of interests spanning both clinical and basic research. In addition, the department is enriched by the presence of two research centres: the Centre for Research in Human Development and the Centre for Studies in Behavioral Neurobiology. Applicants must have a PhD degree from an APA- or CPA-accredited clinical program, or the equivalent. Applicants should have a dedication to scholarship, a demonstrated ability to build and maintain a high-quality research program, and an ability to contribute to the training of students in our CPA- and APA- accredited doctoral program. In addition to the general material required, applications should include a statement of clinical interests and one letter of reference which addresses the candidate's clinical experience. Information about the department is available at our website (http://www-psychology.concordia.ca).
Dr. Virginia Penhune, Chair Clinical Search Committee
Department af Psychalagy
vpenhune@vax2.cancardia.ca

RELIGION

The Department of Religion invites applications for a tenure-track position in the area of East Asian Religions. Applicants should have a specialization in one or more of the major traditions of China, Japan and/or Korea, with the appropriate language skills. The candidate must be able to teach and guide students in Buddhism, at both the undergraduate and graduate levels, and should be prepared to teach the religious, ritual and philosophical aspects of East Asian traditions. The ability to teach in the areas of comparative religion, and women and religion will be considered an asset. Candidates should hold a doctorate, have experience and skill in teaching, and be strongly committed to research.
Dr. Narma Jaseph
Chair, Department af Religian
naja@vax2.cancardia.ca

THEOLOGICAL STUDIES

Our Department of Theological Studies invites applications for one tenure-track position in the area of Old Testament studies, with a specialization in Pentateuch studies and Deuteromistic historiography. Applicants should have a PhD, record of scholarly publications and proven experience in the teaching and supervision of undergraduate and graduate students. Our Department emphasizes interfaith dialogue, promotes studies in religious pluralism and the interface between theology and culture.
Dr. Pamela Bright
Chair, Department af Thealagical Studies
brightp@alcar.cancardia.ca

Yves Gélinas
Assistant Professor,
Chemistry & Biochemistry

Subject to budgetary approval, we anticipate filling these positions, normally at the rank of Assistant Professor, for July 1, 2005. **Please forward all applications and questions to the appropriate Department contact which appears at the bottom of each position. Review of applications will begin on November 15, 2004 and continue until the positions are filled.** Applications should consist of a letter of intent, a curriculum vitae, copies of recent publications, a statement of teaching interests, a statement of research achievements and objectives, and three letters of reference.

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Concordia University is committed to employment equity.

General questions about faculty hiring can be directed to Dr. June Chaikelson, Dean of the Faculty, telephone: (514) 848-2424, ext. 2081.

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CAREERS CARRIÈRES

■ **KINESIOLOGY — University of Waterloo.** The Department of Kinesiology at the University of Waterloo invites applications at the rank of assistant or associate professor in the area of Pathoanatomy and Injury. Applications will be considered from those with research expertise in anatomy, pathoanatomy, injury mechanisms and management, or related areas. The candidates will establish a competitive, independent research program directed at solving issues related to the prevention of illness and injury and possibly forensic kinesiology. Candidates with a background in kinesiology, anatomy, physical therapy, medicine, rehabilitation science, and related areas are encouraged to apply. It is anticipated that the candidate will teach undergraduate and graduate courses in anatomy and injury prevention and management. The University of Waterloo provides an outstanding research environment and the Department of Kinesiology has a long history of outstanding research that is recognized internationally. We are seeking an individual who will provide leadership in shaping the future of Kinesiology consistent with the mission of the Department of Kinesiology (i.e., to optimize health, and prevent injury and illness through understanding movement), and the Strategic Research Plan of the University of Waterloo. See the section of the plan at http://www.research.uwaterloo.ca/. The Department of Kinesiology is an interdisciplinary department with expertise spanning from social to biological aspects of human movement, and houses the only undergraduate program in Ergonomics in Canada. The department offers BSc, MSc and PhD degrees in Kinesiology. Applicants should send a covering letter, names of three references, and curriculum vitae to: Dr. Stuart McGill, Department of Kinesiology, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1 or by fax. 519-746-6776, or E-mail: mcgill@healthy.uwaterloo.ca. Applications will be accepted until Oct 30, 2004 (or until the nomination is submitted) for a projected starting date of July 1, 2005. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native people and persons with disabilities.

L

■ **LANGUES MODERNES/FRANÇAIS — Université Saint Mary's.** Le Département de langues modernes et d'études classiques de l'Université Saint Mary's (Halifax, Nouvelle-Écosse, Canada) sollicite des candidatures à un poste probatoire d'enseignement du français, au rang de Professeur adjoint et débutant le 1er juillet 2005. Le Département recherche un/une candidat.te dont le principal domaine de recherche sera l'apprentissage du français langue seconde (FLS) et qui possédera une expérience concluante dans l'enseignement de la langue à tous les niveaux du programme de baccalauréat. Le/la futur.te collègue devra combiner le développement du programme de français dans notre Département (création de nouveaux cours, coordination des sections d'un même cours) à au moins un des domaines de recherche suivants: linguistique appliquée, enseignement des cours de langue assistés par les nouvelles technologies ou enseignement et apprentissage de la langue seconde. Des intérêts secondaires dans d'autres domaines tels que les études françaises et la possibilité de dispenser des cours de culture francophone seront également des atouts déterminants. Les candidat.te.s devront soit détenir un doctorat, soit appliquer de son terme, maîtriser l'anglais et le français et connaître la spécificité de l'enseignement du français en contexte universitaire canadien. L'Université Saint Mary's s'est engagée, de façon originale, à servir la communauté aux niveaux local, régional, national et international. Elle remplit cet engagement par la création de liens avec la communauté, par l'implantation de ses programmes de recherche dans celle-ci et par sa contribution à la formation continue. Son caractère international se reflète dans la proportion élevée de ses étudiants internationaux et dans ses programmes d'études à l'étranger dont celui d'Angers (France). Nous sommes particulièrement intéressés à des candidat(e)s qui puissent contribuer à une plus grande internationalisation du cursus de l'Université Saint Mary's, par l'intégration des grand débats sur la mondialisation et la préparation de ses étudiants à vivre et à travailler dans un environnement mondial. Les lettres de candidature accompagnées d'un Curriculum Vitæ à jour, d'un dossier pédagogique incluant des évaluations récentes et de trois lettres de référence confidentielles, doivent être acheminées à l'adresse suivante: Dr. Paul Beinart, Directeur, Département de langues modernes et d'études classiques, Université Saint Mary's, Halifax, Nouvelle-Écosse, B3H 3C3, Canada; Courriel: paul.beinart@smu.ca. La date de clôture des candidatures est le 22 novembre 2004. Bien que les candidat(e)s de toutes nationalités soient les bienvenu(e)s, la politique d'immigration canadienne spécifie que priorité soit accordée aux citoyen(ne)s canadien(ne)s et aux resident(e)s permanent(e)s qualifié(e)s. L'Université Saint Mary's encourage la candidature des femmes, des aborigènes, des membres de minorités visibles ainsi que celle des personnes handicapées. Nous vous invitons à visiter notre site Internet à l'adresse suivante: http://www.smu.ca.

■ **LIBRARY — University of Windsor.** The University of Windsor invites applications for a librarian position in the Leddy Library in the area of Information Literacy commencing January 1, 2005. For a detailed position description visit our website at: www.uwindsor.ca/facultypositions. Contact: Gwendolyn Ebbett, University Librarian, Leddy Library, University of Windsor, Windsor, ON, N9B 3P4; Tel: 519.253.3000, Ext. 3161; Fax: 519.971.3638; Email: gebbett@uwindsor.ca. For information on the University of Windsor or the City of Windsor, contact Dr. Janice Drakich, Director, Faculty Recruitment at 877-865-6608 (toll free) or recruit@uwindsor.ca.

■ **LIBRARY & INFORMATION STUDIES — University of Alberta.** Applications are invited for a tenure-track position at the Assistant Professor level in the School of Library and Information Studies. The anticipated start date is July 1, 2005. Qualified candidates should hold a doctoral degree in LIS and must demonstrate a commitment to research and teaching with expertise in the area of user-centred design, management and evaluation of information systems, technologies and tools. University teaching experience is preferred. The successful candidate will teach graduate level courses and supervise research at the master's and possibly doctoral levels. Effective interpersonal skills for participation in a collegial academic environment are essential. The School is a small, dynamic unit with a multi-disciplinary focus on issues of information access and equity. As part of Canada's second largest university, the School benefits from a progressive research library and excellent technological support. The School also enjoys extensive connections with other units on campus and well-established relationships with the professional community. Details about the School, its ALA-accredited MLIS program, programs offered in conjunction with Humanities Computing, and current faculty are available on our website: www.slis.ualberta.ca. The salary range for this position is commensurate with experience at the level of Assistant Professor; the 2004/05 range is $51,768 - 73,320 per annum. Applicants should send a letter of application, curriculum vitae, a sample of published work, and the names and contact information for three referees to: Anna E. Altmann, Director, School of Library and Information Studies, Room 3-20 Rutherford South, University of Alberta, Edmonton, Alberta T6G 2J4 by November 1, 2004. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. If suitable Canadian citizens or permanent residents cannot be found, other individuals will be considered. The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

■ **LIBRARY, ARCHIVAL & INFORMATION STUDIES — University of British Columbia.** The School of Library, Archival and Information Studies at the University of British Columbia invites applications for a full-time, tenure-track Assistant Professor position in its Master of Archival Studies program, to begin July 1, 2005, subject to final budgetary approval. Candidates should demonstrate achievement of, or potential for, excellence in teaching, research, and service in an interdisciplinary environment. The School is looking primarily for candidates who are able to teach and conduct research in the area of application of digital technology to the intellectual control, retrieval, and access of archival material; and the management of current electronic records. Candidates who are able to teach and conduct research in other areas of archival theory, method, and practice are also welcome to apply. The successful candidate will be expected to demonstrate a good level of knowledge of archives in the digital environment. Applicants must hold a PhD or equivalent degree in a field related to the teaching and research areas of the position, or anticipate early completion, with continuation of appointment conditional on completion of the doctorate within six months. Applicants must provide strong evidence of their teaching ability or potential for excellence in teaching and continued professional growth; of their ability to conduct research and engage in scholarly activity; and of a publication record commensurate with their experience. The School offers a Master of Archival Studies (MAS), a Master of Library and Information Studies (MLIS), a joint MAS/MLIS, a multidisciplinary Master of Arts in Children's Literature, a joint Master of Education in teacher-librarianship and doctorate in library, archival and information studies leading to the awarding of a PhD. Further information about the School can be found on its Web site at www.slais.ubc.ca. The deadline date for receipt of applications is January 30, 2005. Preliminary interviews with interested candidates will be held at the ALISE conference in Boston in January 2005. Application materials should include a cover letter stating the candidate's qualifications for the position, projected research agenda, and teaching philosophy; a complete curriculum vitae; and the names and contact information, including e-mail address, of a minimum of three referees. Address enquiries and applications to: Professor Terence Eastwood, Chair, Faculty Search Committee, School of Library, Archival and Information Studies, The University of British Columbia, #301, 6190 Agronomy Road, Vancouver, B.C. V6T 1Z3 Canada, eastwood@interchange.ubc.ca. The University of British Columbia hires on the basis of merit, and is committed to employment equity. We encourage all qualified persons to apply; however, Canadian citizens and permanent residents of Canada will be given priority.

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■ **MANAGEMENT — University College of Cape Breton.** The School of Business at the University College of Cape Breton invites applications for a tenure-track Management faculty position at the rank of Assistant Professor to commence July 2005. The School of Business delivers a range of programs including a BBA, MBA and diploma programs. The successful candidate will teach within the BBA Organizational Behaviour and Industrial Relations concentration. In particular, senior level leadership, communication and management courses. Candidates must have a PhD in Management (or near completion) and experience teaching at the post-secondary level. Applicants are expected to demonstrate potential and commitment with regard to teaching, research/scholarly activities and service to UCCB, community and profession. The union affiliation of this position is with the UCCB Faculty Association of University Teachers (FAUT). UCCB is an equal opportunities/affirmative action employer. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. UCCB encourages applications from qualified Aboriginal People, African Canadians or other persons from a visible minority group, persons with disabilities and women. Applicants who wish to be considered for this initiative may self-identify in their cover letter. Qualified candidates should send a letter of application quoting the reference number, a curriculum vitae, academic transcripts and three letters of reference to the Human Resources Department. Applications must be received by 4:00 p.m. December 3, 2004. Email applicants will receive a return email confirming receipt. We thank all applicants for their interest; however, only applicants selected for an interview will be contacted. Please contact the Department of Human Resources, University College of Cape Breton, PO Box 5300, 1250 Grand Lake Road, Sydney, NS, B1P 6L2 Phone: 902.563. 1158 Fax: 902.563.1458, Email: humanresources@ns.ahaintzinc.ca. Web site: www.uccb.ca.

■ **MANAGEMENT SCIENCES — University of Waterloo.** The Department of Management Sciences in the Faculty of Engineering at the University of Waterloo invites applications for a tenure-track faculty position at the Assistant or Associate Professor level in the area of Organizational Behaviour and/or Organizational Theory. We are seeking an individual with a PhD who is capable of teaching, research and graduate student supervision in areas such as the study of technology-based companies, the organizational and behavioural aspects of innovation, entrepreneurship and technological change, or the implications of information technology on organizations. An interdisciplinary research approach (e.g. using organizational behaviour/theory with economics, operations research or information systems) and a background in engineering or science are very desirable. A complete description of the Department of Management Sciences can be found in the department Web site at: http://www.mansci.uwaterloo.ca/index.shtml. Exceptional candidates may be nominated for a Tier 2 SSHRC Canada Research Chair. Information on Canada Research Chairs can be found at http://www.chairs.gc.ca/. UW is a Canadian leader in research, and prides itself on close co-operation with industry through its co-op programs, research contracts and technology transfer. The Waterloo region is a major industrial centre, with a burgeoning high-tech sector, including many "spin-off" companies from research at the University of Waterloo. Waterloo offers an ideal living environment, combining the advantages of a small city with easy access to Canada's largest city, Toronto, and to numerous outdoor and indoor recreational activities. All qualified candidates are encouraged to apply; however Canadians and Permanent Residents will be given priority. The University encourages applications from women, members of visible minorities, native peoples, and persons with disabilities. Salary will be competitive and commensurate with qualifications and expertise. Review of applications will continue until the position is filled. Please send a detailed Curriculum Vita (including a summary of research and teaching interests), a list of courses taken at the doctoral level (for recent PhDs), one or more unpublished or published research papers, and names and addresses of at least three references to: Elizabeth Jewkes, Chair, Department of Management Sciences, University of Waterloo, 200 University Ave, Waterloo, Ontario, Canada, N2L 3G1. Please direct e-mailed applications to: inquiries@manager.uwaterloo.ca.

■ **MANAGEMENT SCIENCES — University of Waterloo.** The Department of Management Sciences in the Faculty of Engineering at the University of Waterloo invites applications for a tenure-track faculty position at any level in the area of Managerial Economics/Technology Management. We are seeking an individual who has a PhD with a strong analytical background in any of the following areas (preferably more than one): microeconomics of the firm, industrial organization, alternative economic theories of the firm/firm strategy and behaviour, and/or corporate finance. The candidate must be capable of teaching, research and graduate student supervision in applied areas such as the microeconomics of tech-

UNIVERSITY OF CALGARY

Head, Department of Biological Sciences

The Faculty of Science invites applications for the position of Head of the Department of Biological Sciences, with a starting date of July 1, 2005. Candidates are expected to have a distinguished record in teaching and research in any area of biological sciences, and to have a demonstrated aptitude for administration and leadership. The successful candidate must be eligible for appointment as a tenured full professor, and be able and committed to lead the department in its ongoing planning and evolution. The incoming head will be expected to advance the department's identity and vision, and articulate these to enable their furtherance and implementation.

The Department of Biological Sciences is the largest in the Faculty of Science, with over 50 faculty members, and research and teaching interests spanning the full range of disciplines which include cellular and molecular biology, plant science, ecology, zoology and biochemistry. The department has strong ties and collaborative activities with the Faculty of Medicine, as well as with other departments in Science. The department is involved in teaching and research at the Bamfield Marine Sciences Centre and the Kananaskis Field Stations, both of which are extensions of the university. It is committed to the concept of promoting interdisciplinary research, as evidenced by such current foci as water, bioinformatics, and computational and mathematical biology. The head will be expected to understand and nurture the aspirations of all the constituent groups in the department, while ensuring that the department remains cohesive and contributes effectively to the overall goals of the university.

Applicants should send a detailed resumé, a description of their administrative experience and aptitude for the position, and statements on their research expertise and teaching philosophy to: **Dr. P. Michael Boorman**, Dean of Science, at the address below. Fax: (403) 282-9154 E-mail: mboorman@ucalgary.ca

Candidates should also arrange to have three referees send confidential letters to this same address.

The initial closing date is **October 21, 2004**, but applications will be accepted until the position has been filled.

Assistant Professors, Faculty of Communication and Culture

The **Faculty of Communication and Culture**, a dynamic faculty dedicated to innovative, interdisciplinary teaching and research at the graduate and undergraduate levels, invites applications for two tenure-track assistant professor positions. Both positions are to begin July 1, 2005. The successful candidates should hold earned PhDs and have strong teaching and publication potential or record.

Assistant Professor, Law and Society:
The Law and Society candidate should have primary expertise in the role/rule of law in nation building. This includes expertise in constitutional law and emerging democracies, international institutions, and international development. Applicants should demonstrate both a strong theoretical and contextual understanding of the role of legal institutions in the construction and maintenance of nation states and transnational communities. The candidates should be analytically sophisticated and able to apply theoretical applications to real life, contextual situations and issues. The candidates should be able to contribute to faculty initiatives and to the formation of teaching and/or research partnerships with community organizations, policy institutions, or with industry.

Assistant Professor, Law and Society/Science, Technology and Society:
The candidate should demonstrate expertise in the interaction of legal issues with policy for, and development of, science and technology. Areas of research focus might include innovation, information technologies, biotechnology and genomics, environment, or health. The candidate should be able to contribute to faculty and university strategic priorities that include the study of the social contexts of technology. The university's affiliation with multi-sectoral research consortia including the Centre for Innovation Studies, the Canadian Science and Innovation Indicators Consortium, the Initiatives on the New Economy (INE), Alberta Supernet Research Alliance, and the Genomics, Ethics, Environmental, Economic, Legal and Social Studies (GE3LS) project provide opportunities for fruitful teaching and research partnerships with policy bodies, industry, and the community.

The program in Law and Society is designed to provide a broad exposure to the nature of law as it is integrated with culture and society. The perspectives it offers are intended to benefit aspiring lawyers, as well as those considering a career in politics, the civil service, law enforcement, the social services, business and industry, or public interest advocacy. The Science Technology and Society program is designed to provide students with an integrated understanding of the ways in which science and technology interact with the culture of any society, both as part of that culture and also as a force for change.

We are seeking two committed scholars and teachers who can show excellence or demonstrated potential in undergraduate teaching and willingness to integrate learning technologies into teaching approaches. Evidence of the ability to develop an active research program and the ability to teach in another program area within the faculty are equally important assets. Other programs in the Faculty of Communication and Culture include Canadian Studies, Communications Studies, Development Studies, Museum and Heritage Studies, and Women's Studies. The faculty is non-departmentalized. Other expectations include supervision of graduate students.

Applicants should submit their curriculum vitae, a detailed statement of current and future research plans, and the names and contact information of at least three referees, directly to: **Dr. Edna Einsiedel**, Acting Dean, Faculty of Communication and Culture, at the address below; Fax: (403) 210- 8138 E-mail: einsiede@ucalgary.ca

The application deadline is **December 1, 2004**. The successful candidates should expect appointment to commence July 1, 2005.

Calgary is a dynamic city (population over 900,000) with a lively cultural life. Situated only an hour's drive from the Rocky Mountains, Calgary offers a very wide range of recreational opportunities.

University of Calgary, 2500 University Dr. N.W., Calgary, AB T2N 1N4 Canada

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

The University of Calgary respects, appreciates and encourages diversity

To see all University of Calgary academic positions, please visit www.ucalgary.ca/hr/career

www.ucalgary.ca

CAREERS CARRIÈRES

nological change, design of markets in technology based industries, the economic impact of technology policy, management of technology or the economics of innovation and entrepreneurship. Individuals with an interdisciplinary research approach (e.g. combining organizational behaviour/theory, operations research or information systems with economics) and with a background in engineering or science are especially welcome. A complete description of the Department of Management Sciences can be found in the department Web site at: http://www.mansci.uwaterloo.ca/index.shtml Exceptional candidates may be nominated for a Tier 2 SSHRC Canada Research Chair. Information on Canada Research Chairs can be found at http://www.chairs.gc.ca/. UW is a Canadian leader in research, and prides itself on close co-operation with industry through its co-op programs, research contracts and technology transfer. The Waterloo region is a major industrial centre, with a burgeoning high-tech sector, including many "spin-off" companies from research at the University of Waterloo. Waterloo offers an ideal living environment, combining the advantages of a small city with easy access to Canada's largest city, Toronto, and to numerous outdoor and indoor recreational activities. All qualified candidates are encouraged to apply; however Canadians and Permanent Residents will be given priority. The University encourages applications from women, members of visible minorities, native peoples, and persons with disabilities. Salary will be competitive and commensurate with qualifications and expertise. Review of applications will continue until the position is filled. Applicants should send a detailed Curriculum Vitæ (including a summary of research and teaching interests), a list of courses taken at the doctoral level (for recent PhDs), one or more unpublished or published research papers, and names and addresses of at least three references to: Professor Elizabeth M. Jewkes, Chair, Department of Management Sciences, University of Waterloo, 200 University Ave, Waterloo, Ontario, Canada, N2L 3G1. Please direct e-mailed applications to: inquiries@manager.uwaterloo.ca.

■ **MATHEMATICS — University of Waterloo.** The Department of Pure Mathematics at the University of Waterloo invites applications for a tenure-track position starting July 1, 2005. The Department is particularly interested in candidates with research interests in algebra, geometry or topology, though outstanding candidates in all areas of pure mathematics will be considered. A candidate must have a PhD by the start of the appointment. Postdoctoral experience is preferred. An appointment will be offered only to someone with outstanding research and teaching qualifications. Applicants should submit their curriculum vitae, together with the names of at least three referees, and should arrange for letters of reference to be sent directly from the referees. The deadline for applications is December 1, 2004. All qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, aboriginal people, and persons with disabilities. Please send applications to: Dr. F. Zorzitto, Chair, Department of Pure Mathematics, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1. The department's Web page is at http://www.math.uwaterloo.ca/PM_Dept/index.shtml.

■ **MATHEMATICS — University of Western Ontario.** Applications are invited for a probationary (tenure track) position at the Assistant Professor level to commence July 1, 2005. The department is seeking candidates with an outstanding record of research and publication in one or more of the following areas: algebraic geometry, noncommutative geometry or number theory. The candidate is expected to have a commitment to and demonstrated aptitude for teaching at both the undergraduate and graduate levels and to supervise graduate theses. Details on the departmental research profile can be found at http://www.math.uwo.ca/research_profile.html Those interested in applying for this position should forward a curriculum vitae and have at least four letters of reference sent to: Professor R. M. Kane, Chair, Department of Mathematics, The University of Western Ontario, London, Ontario N6A 5B7 Canada At least one letter of reference should include a detailed comment on the teaching abilities of the applicant. We also welcome e-mail inquiries and submissions, to be sent to the address: math-pos@uwo.ca. Our web address is: http://www.math.uwo.ca. The deadline for applications is December 1, 2004. The position is subject to budget approval. Applicants should have fluent writing and verbal communication skills in English. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities.

■ **MATHEMATICS — University of Guelph.** The Department of Mathematics and Statistics at the University of Guelph invites applications for a full-time tenure track position to start 1 July 2005 or thereafter, at the rank of Assistant Professor in Mathematics. Minimum qualifications are a PhD in mathematics and evidence of strong research and teaching potential at all levels. Each new faculty member is expected to actively participate in our graduate program in applied mathematics, which currently emphasizes Dynamical Systems, Mathematical Biology, Numerical Analysis and Optimization. Priority will be given to Numerical Analysis. Salary will be commensurate with qualifications and experience. Candidates should submit, by 15 November 2004, a curriculum vitae to: D. B. Allen, Chair, Department of Mathematics and Statistics, University of Guelph, Guelph, Ontario N1G 2W1; Fax (519) 837-0221, E-mail: ballen@uoguelph.ca. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified aboriginal Canadians, persons with disabilities, members of visible minorities, and women.

■ **MATHEMATICS — University of British Columbia.** The Mathematics Department at the University of British Columbia is seeking outstanding candidates for at least five positions, subject to funding, at the tenure-track Assistant Professor level, with a starting date of 1 July 2005. Postdoctoral experience is normally expected. Exceptional candidates at the Associate Professor or Professor level may be considered. Priority areas for this year are: Algebra; Analysis; Discrete Applied Mathematics; Partial Differential Equations; Topology. Joint positions with other departments may be possible. In special circumstances, exceptional applicants in other areas of mathematics may be considered. The successful applicant is expected to work in an area of interest to current faculty, to interact with related groups in the Department and to have demonstrated interest and ability in teaching. The salary will be commensurate with experience and research record. Applicants are strongly encouraged to apply on-line as described at: http://www.math.ubc.ca/Dept/jobs.html Apply. Alternatively, applicants may send a current CV including a list of publications, statement of research and teaching interests, and should arrange for three letters of recommendation to be sent directly to: Chair, Departmental Committee on Appointments, Department of Mathematics, #121-1984 Mathematics Road, University of British Columbia, Vancouver, B.C., Canada, V6T 1Z2. Applications must be received by November 22, 2004. Supporting material, including letters of recommendation, should be received by December 1, 2004. The Department is one of the leading Mathematics Departments in Canada and has strong connections with other mathematical institutes, such as the Pacific Institute for the Mathematical Sciences (PIMS), Mathematics of Information Technology and Complex Systems (MITACS), Banff International Research Station (BIRS), and the UBC Institute for Applied Mathematics (IAM). For more information see http://www.math.ubc.ca The University of British Columbia hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply; however Canadian citizens and permanent residents will be given priority.

■ **MATHEMATICS — Wilfrid Laurier University.** The Department of Mathematics invites applications for one or more tenure track positions at the rank of Assistant Professor to begin July 1, 2005, subject to budgetary approval. To be considered, an applicant must possess a PhD from an area of the mathematical sciences, must demonstrate superior ability and commitment to teaching, and have an active research program with strong potential for external funding. Applicants whose research is in one or more areas of departmental focus will be given priority. The Mathematics Department is a dynamic part of the Faculty of Science, with leading researchers in many fields, including interdisciplinary areas. The department hosts a Tier I Canada Research Chair in Mathematical Modelling, and a SHARCNET Chair in Financial Mathematics. Applicants should submit a curriculum vitae, research plan (documenting interests and experience), copies of recent publications and a teaching dossier (including teaching evaluations), and arrange for three letters of reference to be sent to: Dr. David C. Vaughan, Chair, Department of Mathematics, Wilfrid Laurier University, Waterloo, Ontario N2L 3C5. Deadline for applications is November 19, 2004, but applications received after this date may be considered until all positions are filled. Further details concerning the department and its programs may be found at www.wlu.ca/~wwwmath/. The university is committed to employment equity and welcomes applications from all qualified women and men, including persons in a visible minority, persons with disabilities, and aboriginal people. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents.

■ **MATHEMATICS — Wilfrid Laurier University.** The Department of Mathematics invites applications for one or more tenure track positions at the rank of Assistant Professor to begin July 1, 2005, subject to budgetary approval. The successful candidate will contribute substantially to the department's research in applied mathematics, particularly in areas of modelling, simulation and control of physical and biological systems. Applications from candidates with interest and experience in developing, analysing and implementing mathematical models related to nanotechnology and computational biology are particularly encouraged. Strong skills in scientific computing and visualization, especially computational methods in pdes, and the ability to adapt to new scientific environments are important assets. Candidates should hold a PhD at the time of the appointment, should demonstrate superior ability and commitment to teaching, and have an active research program with strong potential for external funding. The Mathematics Department is a dynamic part of the Faculty of Science, with leading researchers in many areas. The Department hosts a Tier I Canada Research Chair in Mathematical Modelling, and a SHARCNET Chair in Financial Mathematics. The development of interdisciplinary research in areas of mathematical modelling is an ongoing priority. Applicants should submit a curriculum vitae, research plan (documenting interests and experience in the fields cited above), copies of recent publications and a teaching dossier (including teaching evaluations), and arrange for three letters of reference to be sent to: Dr. David C. Vaughan, Chair, Department of Mathematics, Wilfrid Laurier University, Waterloo, Ontario N2L 3C5. Deadline for applications is November 19, 2004, but applications received after this date may be considered until all positions are filled. Further details concerning the Department and its programs may be found at www.wlu.ca/~wwwmath/. The university is committed to employment equity and welcomes applications from all qualified women and men, including persons in a visible minority, persons with disabilities, and aboriginal people. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents.

■ **MATHEMATICS & STATISTICS — University of Windsor.** The University of Windsor invites applications for two tenure-track positions in the Department of Mathematics and Statistics in the areas of Statistics and Analysis/Convexity at the rank of Assistant or Associate Professor commencing July 1, 2005. For detailed position descriptions visit our website at: www.uwindsor.ca/facultypositions. Contact: Dr. S. E. Ahmed, Head, Mathematics & Statistics, University of Windsor, Windsor, ON, N9B 3P4; Tel: 519.253.3000, Ext. 3015; Fax: 519.971.3649; Email: mthsta2@uwindsor.ca. For information on the University of Windsor or the City of Windsor, contact Dr. Janice Drakich, Director, Faculty Recruitment at 877-665-6608 (toll free) or recruit@uwindsor.ca.

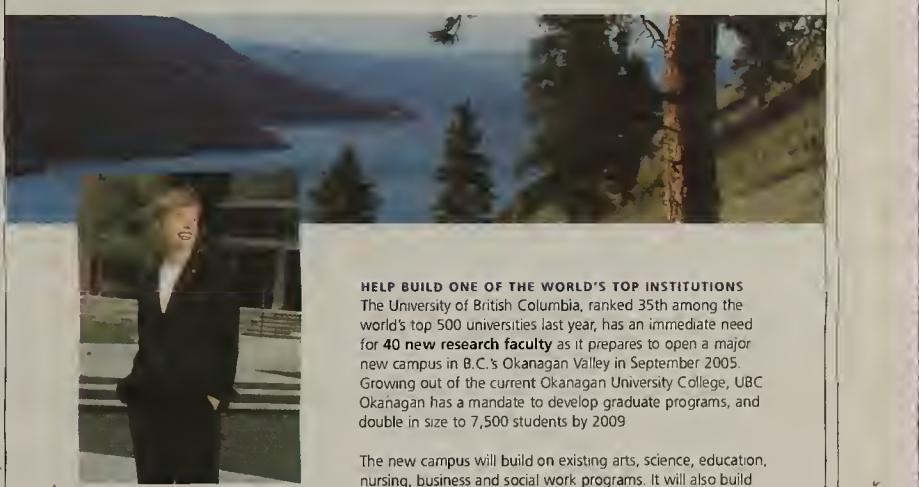
■ **MATHEMATICS EDUCATION — University of Windsor.** The University of Windsor, Faculty of Education, invites applications for a tenure-track position in the Faculty of Education in the area of Mathematics Education (Secondary) at the rank of Assistant or Associate Professor commencing July 1, 2005. For a detailed position description visit our website at: www.uwindsor.ca/facultypositions. Contact Dr. Pat Rogers, Dean, Faculty of Education, University of Windsor, Windsor, Ontario N9B 3P4; Tel: 519.253.3000, Ext. 3801, Fax: 519.971.3612; E-mail: progers@uwindsor.ca. For information on the University of Windsor or the City of Windsor, contact Dr. Janice Drakich, Director, Faculty Recruitment at 877-665-6608 (toll free) or recruit@uwindsor.ca.

■ **MECHANICAL & AEROSPACE ENGINEERING — Carleton University.** Applications are invited for a tenure-track position preferably at the Assistant Professor level in the Department of Mechanical and Aerospace Engineering to commence January 2005. This position is subject to budgetary approval. Preference will be given to PhD graduates with a strong commitment to both teaching and research. Membership or eligibility for membership in a Canadian professional engineering association is desirable. Candidates should be ready to teach in our Mechanical and Aerospace Engineering programs, and have demonstrated research ability related to any aspect of space/satellite technology. Industrial experience would be an asset. The Department offers degrees at the Bachelor's, Master's and PhD levels in both Mechanical and Aerospace Engineering and there are excellent opportunities for research collaboration with industry and government institutes and laboratories. Information on the department is available at www.mae.carleton.ca. Appropriate applications may be considered for a Canada Research Chair Tier I or Tier II position. Information about the Canada Research Chair program is available at www.chairs.gc.ca. Applications, with curriculum vitae and the names of three referees, should be sent to: Professor J. Beddoes, Chair, Department of Mechanical and Aerospace Engineering, Carleton University, 1125 Colonel By Drive, Ottawa, Ontario, K1S 5B6, Canada; Telephone: (613) 520-5684; Fax: (613) 520-5715; E-mail: jbeddoes@mae.carleton.ca. Applications will be accepted until November 15, 2004 or until the position is filled. All qualified candidates are encouraged to apply. The applications of Canadians and permanent residents will be given priority. Carleton University is committed to equality of employment for women, aboriginal peoples, visible minorities, and persons with disabilities. Persons from these groups are encouraged to apply.

■ **MECHANICAL & AEROSPACE ENGINEERING — Carleton University.** Applications are invited for Tier I and Tier II Canada Research Chair (CRC) positions in the Department of Mechanical and Aerospace Engineering to commence during 2005. Positions are subject to a budgetary approval. Preference will be given to PhD graduates with a strong commitment to both research and teaching. Membership or eligibility for membership in a Canadian professional engineering association is desirable. Candidates should have a background suitable for nomination to the CRC program. Information about the CRC program is available at www.chairs.gc.ca. Preference will be given to candidates with demonstrated research ability in one of the following disciplines: energy conversion/generation, propulsion, composite materials/structures, aerodynamics, or bio-mechanics. The Department offers degrees at the Bachelor's, Master's and Ph.D. levels in both Mechanical and Aerospace Engineering and there are excellent opportunities for research collaboration with industry and government institutes and laboratories. Information on the department is available at www.mae.carleton.ca. Appropriate applications may be considered for a non-CRC faculty position. Applications, with curriculum vitae, and the names of three referees, should be sent to: Professor J. Beddoes, Chair, Department of Mechanical and Aerospace Engineering, Carleton University, 1125 Colonel By Drive, Ottawa, Ontario, K1S 5B6, Canada; Telephone: (613) 520-5684; Fax: (613) 520-5715; E-mail: jbeddoes@mae.carleton.ca. All qualified candidates are encouraged to apply. The applications of Canadians and permanent residents will be given priority. Carleton University is committed to equality of employment for women, aboriginal peoples, visible minorities, and persons with disabilities. Persons from these groups are encouraged to apply.

■ **MECHANICAL ENGINEERING — The University of British Columbia.** The Department of Mechanical Engineering at the University of British Columbia invites applications for several tenure-track faculty positions in Mechatronics at the Assistant, Associate or Full Professor level. The starting date will be July 2005, or as soon as possible thereafter. The Department has introduced a new undergraduate option in Mechatronics under the 'Doubling The Opportunity' (DTO) initiative of the Government of British Columbia. The Department has an excellent reputation among the undergraduate students and entry into Mechanical Engineering is highly competitive. The successful candidates will hold a PhD degree or equivalent in Mechatronics or a closely related field and will be expected to register as a Professional Engineer in British Columbia. We are interested in candidates with a strong commitment to teaching excellence and an outstanding research record in one or more of the following areas: mechatronic design, instrumentation including sensors, actuators and control hardware, digital electronics, embedded systems and computer architecture, microsystems, signal processing for mechanical systems/biomedical engineering, precision engineering, optics and soft computing. Industrial experience in related areas is an asset. Highly qualified senior applicants will be considered for a Tier 1 Canada Research Chair (www.chairs.gc.ca). Further information on the department is available at www.mech.ubc.ca, and information on the employment environment in the Faculty of Applied Science is available at www.apsc.ubc.ca/careers. The University of British Columbia hires on the basis of merit and is committed to employment equity. All qualified persons are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The positions are subject to final budgetary approval. Applicants should submit a complete curriculum vita (indicate country of citizenship), a statement (1–2 pages) of research and teaching interests, and names and addresses (fax/email included) of five referees to: Professor Nimal Rajapakse, P.Eng., Head, Department of Mechanical Engineering, The University of British Columbia, Vancouver, B.C., Canada V6T 1Z4. The closing date for applications is November 1, 2004. Please do not forward applications by e-mail.

In Kelowna, British Columbia. Ingenious.



UBC Okanagan offers the best of a top research-intensive university in a spectacular, smaller community setting, says UBC President Martha Piper.

HELP BUILD ONE OF THE WORLD'S TOP INSTITUTIONS

The University of British Columbia, ranked 35th among the world's top 500 universities last year, has an immediate need for **40 new research faculty** as it prepares to open a major new campus in B.C.'s Okanagan Valley in September 2005. Growing out of the current Okanagan University College, UBC Okanagan has a mandate to develop graduate programs, and double in size to 7,500 students by 2009

The new campus will build on existing arts, science, education, nursing, business and social work programs. It will also build world-leading research in areas such as:

- sustainability (including land, food and water systems and conservation biology)
- society and culture
- indigenous studies
- health and aging

WORK IN A SUPER-NATURAL UNIVERSITY ENVIRONMENT

With an eventual need for 240 new positions (including a number of Canada Research Chairs), UBC's new campus offers an unbeatable academic opportunity. Especially when you factor in a superb Okanagan lifestyle. Just a 60-minute flight from UBC's Vancouver campus, Kelowna is a dynamic community of 100,000 people beside Okanagan Lake surrounded by sandy beaches, rolling vineyards and winter ski resorts.

To learn more, please visit **www.okanagan.ubc.ca**

UBC OKANAGAN

THE UNIVERSITY OF BRITISH COLUMBIA OKANAGAN

CAREERS CARRIÈRES

■ **MECHANICAL ENGINEERING — University of Waterloo.** The Department of Mechanical Engineering at the University of Waterloo invites applications from outstanding individuals for a tenure-track position at the Assistant or Associate Professor rank, in the area of Experimental Fluid Mechanics. Information about the Faculty and Department can be found at http://www.eng.uwaterloo.ca/ and http://mech.eng1.uwaterloo.ca/. Duties will include teaching of undergraduate and graduate courses in a Cooperative Education Program, supervising graduate students, and undertaking an active research program. The successful applicant will have a strong background and research interest in the measurement and physical modeling of fluids. Possible research areas include, but not limited to, environmental flow, turbomachinery flow, microfluidics, thermo-acoustics and flow fields in fire safety. Applicants must hold a PhD degree, have excellent communication skills, and should be eligible for registration as a professional engineer in the Province of Ontario. Successful candidates must demonstrate potential for excellence in developing and teaching courses at the undergraduate and graduate levels, supervising undergraduate and graduate student research, establishing a viable externally funded research program and providing service to the Department. The University encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and peoples with disabilities. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. All candidates will be requested to apply for professional registration with the Professional Engineers of Ontario at the appropriate time. The salary will be commensurate with qualifications and experience. Please send a curriculum vitae and a list of three referees to: Professor G.E. Schneider, Department of Mechanical Engineering, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1.

■ **MECHANICAL ENGINEERING — University of Waterloo.** The Department of Mechanical Engineering invites applications for a tenure track position in the area of Solid Mechanics, with expertise in Structural Biomechanics, at the Assistant, Associate, or Full Professor rank. Duties will include teaching of undergraduate and graduate courses in a Cooperative Education Program, supervising graduate students, and undertaking an active research program. The successful applicant will have expertise in numerical modeling and research interests in musculoskeletal biomechanics with a focus on: constitutive behaviour of complex biological tissues; the structural interaction of biological tissues and common engineering materials; and/or, theories of traumatic failure in application areas such as the head, torso, spine and synovial joints. Current research interests in the department are in the areas of joint replacement implants, impact biomechanics and crashworthiness. Strength in undergraduate design project supervision, teaching of mechanical design, and collaboration with other faculty members is considered essential. Applicants must hold a PhD in Mechanical Engineering and have relevant experience, potential or proven ability for excellence in teaching, excellent communication skills, and the willingness and ability to teach both undergraduate and graduate courses in Mechanical Engineering. It is anticipated that the appointment will begin in January of 2006 or as soon as possible thereafter. The University encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and peoples with disabilities; however, Canadian citizens and permanent residents will be given priority. All candidates will be requested to apply for professional registration with the Professional Engineers of Ontario at the appropriate time. The salary will be commensurate with qualifications and experience. Please send a curriculum vitae and a list of three referees to: Professor G.E. Schneider, Department of Mechanical Engineering, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1.

■ **MECHANICAL ENGINEERING — McGill University.** The Department of Mechanical Engineering, McGill University, invites applications for a tenure-track position in the area of Biomedical Devices at the Assistant or Associate Professor level. Candidates must have a PhD in Mechanical Engineering, Biomedical Engineering, or a related discipline, and research interests in one or more emerging areas, including: diagnostic or therapeutic devices, bioMEMS, microfluidics, microrobotics, micrototal-analysis systems, drug delivery devices, biosensors and bioactuators. The successful candidate will be expected to teach core undergraduate courses in the areas of design, systems, instrumentation and mechatronics, as well as develop a graduate course in biomedical devices. He/she will also be expected to develop an independent research program targeting biomedical devices, contribute to existing research activities in the Department and establish collaborations with the Biomedical Engineering Department and Faculty of Medicine. It is expected that the successful candidate will obtain membership in a Canadian professional engineering association. Information about the Department and McGill University can be found by visiting our web site www.mcgill.ca/mecheng. Applicants should submit by November 15th, 2004, a detailed resume, a clear and concise statement (maximum 2 pages) of teaching and research interests and objectives, as well as the name, address, e-mail coordinates and telephone number of three professional references. All application material should be sent to: Prof. Arun K. Misra, Chair, Dept. of Mechanical Engineering, McGill University, 817 Sherbrooke Street West, Montreal, QC, Canada H3A 2K6. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. McGill University is committed to equity in employment.

■ **MECHANISMS OF INFLAMMATION — The University of Western Ontario.** The Department of Microbiology and Immunology invites applications for a probationary (tenure-track) position at the rank of Assistant or Associate Professor in the broad area of Inflammation Research including viral and parasitic immunopathogenesis, innate immunity, and autoimmunity. The successful candidate will hold a PhD degree, M.D., or equivalent and is expected to establish an independent, externally funded research program and collaborations with others at the University, the Robarts Research Institute, and the Lawson Health Research Institute and the London Regional Cancer Program. The Department has strong research programs in the areas of autoimmunity and diabetes, transplantation, viral immunology, molecular microbiology, and stem cell biology. Priority will be given to candidates who will complement existing areas of research strength within the Department and various Integrated Research Groups within the Schulich School of Medicine. The successful candidate will also be expected to actively participate in the teaching programs of the Department at the undergraduate, graduate, and professional levels. With a full-time enrolment of about 32,000 The University of Western Ontario is a research-intensive university that graduates students from a full range of academic and professional programs. The Department of Microbiology and Immunology has 23 full time faculty members, numerous cross and joint appointed faculty in basic and clinical departments and at research institutes. Further information about the Department may be found at http://www.mni.uwo.ca. As appropriate, assistance will be provided in helping to relocate and find suitable spousal employment. For information about the city of London see http://www.goodmovelondon.com. This position is subject to budget approval. Applicants should have fluent written and oral communication skills in English. All qualified candidates are encouraged to apply; however, Canadians and Permanent Residents will be given priority. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities. Please send detailed Curriculum Vitae, a brief description of research accomplishments and future plans, copies of representative publications, and the names of three referees to: Miguel A. Valvano, Chair, Department of Microbiology and Immunology, Rm. 3014, Dental Sciences Bldg., The University of Western Ontario, London, Ontario, Canada N6A 5C1. Applications will be accepted until the position is filled. Review of applications will begin after January 1, 2005.

■ **MODERN LANGUAGES & CULTURAL STUDIES — University of Alberta.** The Department of Modern Languages and Cultural Studies at the University of Alberta invites applications for a position in French Applied Linguistics at the rank of Assistant Professor, with a specialty in Second Languages Acquisition. The successful candidate will function as the French Undergraduate Language Programs Co-ordinator for the large program in French, effective July 1, 2005. Minimum salary for Assistant Professor level is currently $51,770 per annum. Responsibilities will include: coordinate and administer the Department's French undergraduate language programs; supervise and mentor graduate teaching assistants and sessional instructors; with other colleagues, teach the graduate seminar in Teaching Strategies and Methodologies; prepare and deliver teaching workshops for faculty and students; engage in teaching and research in second language acquisition and pedagogy at undergraduate and graduate levels. A PhD in French Applied Linguistics, or equivalent experience, is required. Native or near-native proficiency in French is also required, as is demonstrated competence and experience in the administration of undergraduate language programs. Candidates should also offer skills and research interests in Computer Assisted Language Learning (CALL). Applicants should also have a strong cultural orientation to their professional activities and be open to collaboration with other disciplines. Our Department is closely linked to the Arts Resource Centre. Six applied linguists work in French, German, Russian, Spanish, and Ukrainian. The successful candidate will be expected to interact closely with these groups in order to support high quality undergraduate second language instruction and research in French. Knowledge of other relevant languages would be an asset. Applications including cv, all university transcripts, and three letters of recommendation should be addressed to: Dr. Marianne Henn, Acting Chair, Department of Modern Languages and Cultural Studies, Arts 200, University of Alberta, Edmonton, Alberta, Canada, T6G 2E6. E-mail inquiries may be directed to: dolores.wohland@ualberta.ca; tel: (780) 492-1997; fax: (780) 492-9106. Closing date for applications is November 22, 2004. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. If suitable Canadian citizens or permanent residents cannot be found, other individuals will be considered. The University hires on the basis of merit. We are dedicated to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

■ **MODERN LANGUAGES/FRENCH — Saint Mary's University.** The Department of Modern Languages and Classics, Saint Mary's University, invites applications for a tenure-track appointment in French at the rank of Assistant Professor starting July 1, 2005. The Department is seeking an individual with a primary research profile in FSL (French Second Language) and a demonstrated record of effectiveness in undergraduate language teaching at all levels. The successful candidate will be able to combine research interests in one or more of such fields as applied linguistics, technology-mediated language instruction, or second language teaching and learning with French program development, course design and coordination of multisectioned courses in the Department. Secondary interest in other fields in French studies and an ability to teach francophone culture would be decided assets. Applicants should hold a PhD or be near completion of the degree, possess native or near-native fluency in French and English, and be familiar with French education in the Canadian university context. Saint Mary's University is uniquely committed to serving the local, regional, national and international communities, a commitment which if realizes through outreach activities, community-based research programs, and contributions to life-long learning. Its distinctly international character is reflected in its proportion of international students and study abroad opportunities, including one in Angers/France. We are particularly interested in candidates who can contribute to the greater internationalization of the Saint Mary's curriculum as a way of engaging global issues and of preparing students to live and work in a global environment. Letters of application accompanied by an up-to-date curriculum vitae, three confidential letters of reference addressed to the Chair of the Department, and a teaching dossier including recent teaching evaluations should be sent to: Dr. Paul Bernard, Chair, Department of Modern Languages and Classics, Saint Mary's University, Halifax, Nova Scotia B3H 3C3; E-mail: paul.bernard@smu.ca. The closing date for applications is November 22, 2004. Although candidates of all nationalities are encouraged to apply, Canadian immigration policy requires that priority consideration be given to qualified Canadian citizens and permanent residents. Saint Mary's University encourages applications from women, aboriginal peoples, visible minorities, and people with disabilities. Visit our web site at www.smu.ca.

McGill

Tomlinson Chair in Political Theory

The Department of Political Science invites applications for the Tomlinson Chair in Political Theory. This is an endowed chair at the rank of Full Professor.

Candidates for the Tomlinson Chair should be distinguished scholars with outstanding records of research, graduate teaching and supervision, and undergraduate teaching. Applications should include a curriculum vitae, examples of recent scholarship, and the names of three referees whom the University may contact. The appointment is expected to begin August 1, 2005. The search committee will begin reviewing applications on **October 16, 2004** and will continue to do so until a suitable candidate is found.

For more information about the Department and University, visit our web site at http://www.mcgill.ca/politicalscience/.

Please forward letter of application and supporting materials to:

Professor Christopher Manfredi
Chair, Department of Political Science
McGill University
855 Sherbrooke Street West
Montreal, Quebec, Canada H3A 2T7

McGill University is committed to equity in employment. All qualified candidates are encouraged to apply, however Canadians and permanent residents will be given priority. The language of instruction at McGill is English but a working knowledge of French is an asset.

www.mcgill.ca

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Tenure-Track Positions Computational & Systems Neuroscience

The Department of Cellular and Molecular Medicine wishes to expand its strength in Computational and Systems Neuroscience. We are seeking dynamic individuals to fill several tenure-track positions at the junior or senior level.

Strong candidates using innovative theoretical and experimental approaches to study neural function are encouraged to apply. These experimental approaches may range from the molecular to the systems level, but must be strongly coupled with computational modeling and theory. The ideal candidate will have an excellent track record of research that combines theory and experimentation, either within their own program, or in collaboration. Outstanding candidates will be eligible for Canada Research Chairs. Successful candidates will have the opportunity for cross-appointment with Departments in the Faculty of Science. They will also have the opportunity to interact with the large contingent of neuroscience researchers distributed throughout the Faculty of Medicine as well as within Federal government laboratories in Ottawa. Attractive start-up packages are available. Candidates will be expected to contribute to the teaching mission of the Department, including developing an interdisciplinary curriculum in Computational and Systems Neuroscience. Since the University of Ottawa is a bilingual institution, proficiency in both English and French would be an asset.

As Canada's National Capital, Ottawa is a vibrant and attractive city with a high standard of living. It has several cultural amenities and offers easy access to summer and winter outdoor activities.

Interested individuals are requested to submit a curriculum vitae, a list of at least three references and a statement of research interests to:

Dr. Bernard J. Jasmin (jasmin@uottawa.ca)
Professor and Chair
Department of Cellular and Molecular Medicine
Faculty of Medicine
University of Ottawa
451 Smyth Road, Ottawa, Ontario
Canada K1H 8M5

Applications will be reviewed until the positions are filled.

www.uOttawa.ca/academic/med/cellmed

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Equity is a University of Ottawa policy; women, aboriginal people, members of visible minorities and persons with disabilities are invited to apply.

Toutes les personnes qualifiées sont invitées à poser leur candidature; toutefois, la priorité sera donnée aux personnes ayant la citoyenneté canadienne ou la résidence permanente. L'Université d'Ottawa a une politique d'équité en matière d'emploi, et nous encourageons les femmes, les autochtones, les membres de minorités visibles et les personnes atteintes d'un handicap à postuler.

Postes menant à la permanence Neuroscience computationnelles et neuroscience des systèmes

Le Département de médecine cellulaire et moléculaire souhaite étendre son champ de recherche en neurosciences computationnelles et en neurosciences des systèmes. Nous sommes à la recherche de personnes dynamiques pour combler plusieurs postes menant à la permanence au niveau débutant ou au niveau chevronné. Les candidates et candidats de haut calibre qui adoptent des démarches théoriques et expérimentales innovatrices dans l'étude des fonctions neurales sont invités à postuler. Ces démarches expérimentales peuvent s'appliquer au niveau moléculaire ou au niveau des systèmes, mais doivent être fondées en grande partie sur la modélisation et la théorie computationnelle. La personne idéale présente un excellent dossier de recherche qui combine la théorie et l'expérimentation, dans son propre programme ou en collaboration. Les personnes présentant une candidature exceptionnelle seront admissibles au programme de Chaires de recherche du Canada. Les personnes choisies pourront obtenir une affectation multiple avec des départements de la Faculté des sciences. Elles auront également l'occasion de côtoyer un important contingent de chercheurs en neurosciences à la Faculté de médecine ainsi que dans les laboratoires du gouvernement fédéral à Ottawa. D'intéressantes trousses de démarrage sont offertes. Les personnes choisies devront participer à la réalisation de la mission d'enseignement du Département, y compris l'élaboration d'un programme interdisciplinaire en neurosciences computationnelles et en neurosciences des systèmes. Puisque l'Université d'Ottawa est un établissement bilingue, la maîtrise de l'anglais et du français serait un atout.

Ottawa, la capitale nationale du Canada, est une ville dynamique et attrayante où la population jouit d'un niveau de vie élevé. Elle présente plusieurs attraits sur le plan culturel et offre de nombreuses possibilités d'activités extérieures, l'été comme l'hiver.

Les personnes intéressées doivent soumettre un curriculum vitae, une liste d'au moins trois références et un énoncé d'intérêts de recherche à :

Dr Bernard J. Jasmin (jasmin@uottawa.ca)
Professeur et directeur
Département de médecine cellulaire et moléculaire
Faculté de médecine, Université d'Ottawa
451, ch. Smyth, Ottawa, Ontario, Canada K1H 8M5

Les candidatures seront examinées jusqu'à ce que les postes soient comblés.

CAREERS CARRIÈRES

■ **MUSIC — The University of Western Ontario.** The Department of Music History, Don Wright Faculty of Music, The University of Western Ontario seeks a probationary (tenure-track) Assistant Professor to begin July 1, 2005 (salary floor Cdn $57,680), with a specialty in music after 1780. The teaching mission of the Department embraces western art music, popular music (including jazz), and music administrative studies, and the ability to contribute to more than one of these areas would be especially welcome. The successful candidate will be expected to teach undergraduate courses in the Department (including large enrolment courses), teach and supervise students in the MA and PhD programs, and maintain a vigorous program of research. This candidate will have a completed PhD by June 30, 2005. The Faculty of Music, one of the largest in Canada with 400 undergraduate and 60 graduate students, offers Bachelor degrees in music history (western art and popular music), music administrative studies, theory and composition, music education, and performance. Graduate students pursue MA, MMus, and PhD programs. The Faculty has excellent facilities that include an outstanding music library (one of the largest in Canada), a 250-seat recital hall, a fully equipped theatre, 150 practice rooms, multimedia centre, and recording facilities. Send letters of application, curricula vitae, three letters of reference, and two samples of scholarly work (offprints, dissertation chapters, etc.) to: Dr Robert Toft, Chair, Department of Music History, Don Wright Faculty of Music, The University of Western Ontario, London, Ontario, Canada N6A 3K7. The application deadline is January 1, 2005 or until filled. Positions are subject to budget approval. Applicants should have fluent written and oral communication skills in English. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities.

■ **MUSIC & VISUAL ARTS — University of Windsor.** The University of Windsor, Faculty of Education, invites applications for a tenure-track position in the Faculty of Education in the area of Elementary Education (Music & Visual Arts) at the rank of Assistant Professor commencing July 1, 2005. For a detailed position description visit our website at: www.uwindsor.ca/facultypositions. Contact Dr. Pat Rogers, Dean, Faculty of Education, University of Windsor, Windsor, Ontario N9B 3P4; Tel: 519.253.3000, Ext. 3801; Fax: 519.971.3612; E-mail: progers@uwindsor.ca. For information on the University of Windsor or the City of Windsor, contact Dr. Janice Orsuch, Director, Faculty Recruitment at 877-665-6608 (toll free) or recruit@uwindsor.ca.

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■ **NANOSCIENCE — McGill University.** As part of McGill's major expansion into Nanoscience and technology, we are currently seeking applicants for a new tenure track appointment at the rank of Assistant Professor, beginning as early as September 2005, jointly between the Departments of Physics and Chemistry. Parallel searches are also underway for further positions in the Faculty of Science in the Departments of Chemistry and of Biology, as well as in the Faculties of Engineering, Dentistry, and Medicine. Besides their Departmental affiliations, successful applicants will participate in the McGill Institute for Advanced Materials (MIAM). MIAM coordinates interactions and partnerships across Faculties and Departments in the University, providing a stimulating interdisciplinary environment. The fundamental vision underlying this expansion is the expectation that Nanoscience will lead to new basic science, new materials, and new technologies, due to the unique properties of materials on the scale of nanometers. Many of these new advances may lead to or couple with advances in Engineering, Biology and the Medical Sciences. At the nanoscale, everyday solids and liquids change their properties dramatically, as the effects of quantum mechanics, atomic and molecular structure, and fluctuations compete. This initiative will further strengthen the existing high-quality research being done on Nanoscience at McGill. A major infrastructure facility for Nanoscience, the Nanotools Complex, has been constructed in the Rutherford Physics Building. This multimillion dollar facility was funded in part by the Canadian Foundation for Innovation and the Minister of Education of the Province of Quebec. The Complex provides the necessary tools for the design, realization, and study of nanostructures. It includes instruments for micromachining, low-temperature hard-vacuum microscopy and atomic manipulation, large-scale computing, as well as clean rooms, spread over approximately 350 square meters. Candidates from all disciplines related to Nanoscience are invited to apply. The successful candidate will be a strong teacher and outstanding researcher. Preferably by mail, candidates should submit a CV, a statement of research goals and plans, a statement of teaching interests and philosophy, the names and addresses of at least three referees, and arrange for at least three letters of reference to be sent directly to Professor Martin Grant, Chair, Physics Department, Rutherford Building, McGill University, 3600 rue University, Montreal, QC, Canada, H3A 2T8. Review of applications will begin 1 December 2004, and continue until the positions are filled. The successful candidate will be supported by a generous start-up package and may be nominated for a Canada Research Chair. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents of Canada will be given priority. McGill University is committed to equity in employment.

■ **NEUROSCIENCE — University of Toronto at Scarborough.** The Department of Life Sciences, University of Toronto at Scarborough, invites applications for a tenure stream position in Neurobiology. The appointment will be at the rank of Assistant Professor. Applicants must have a PhD, at least one year of postdoctoral experience and demonstrated excellence in research. The successful candidate will be expected to contribute a strong research program to the neuroscience group within the Department and to take an active role in both graduate and undergraduate teaching. S/He will join a team of neuroscientists, including two CRC's in neurobiology, working within the newly established Centre for the Neurobiology of Stress (http://www.utsc.utoronto.ca/~cnstress/) funded through the Canada Foundation for Innovation. For further information on the research and teaching strengths of our Department, please consult the departmental website http://www.utsc.utoronto.ca/~lifesci. Interested applicants should submit a complete curriculum vitae (that should include individual statements of research and teaching interests) and a copy of recent reprints, and arrange to have three letters of recommendation (including comments on teaching ability, publications, and research activity) sent from referees. All materials should be addressed to: Professor Jim Gurd, Chair, Search Committee, Department of Life Sciences, University of Toronto at Scarborough, 1265 Military Trail, Scarborough, Ontario, Canada, M1C 1A4 and to the Chair's Secretary at personaud@utsc.utoronto.ca The closing date for applications is December 3, 2004. Salary will be commensurate with qualifications. The position will be effective July 1, 2005. The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to the further diversification of ideas. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

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■ **OPTOMETRY — University of Waterloo.** Clinical Teaching Position (Lecturer, Definite Term) Applications are hereby accepted for a full-time, five year definite term lecturer at the School of Optometry, University of Waterloo. Applicants must be eligible for optometric licensure in Ontario. Preference will be given to applicants who have advanced optometric qualifications and a keen interest and experience in the areas of low vision and geriatrics. The successful candidate will develop and participate in external geriatric programs. Applicants would ideally be able to take up the position November 1, 2004 or earlier. Salary is negotiable within a range commensurate with experience and qualifications. A letter of application, curriculum vitae and three confidential letters of reference should be sent to: Dr. William Bobier, Director, School of Optometry, University of Waterloo, Waterloo, Ontario, N2L 3G1. Evaluation of candidates will continue until the position is filled. All qualified individuals are encouraged to apply, including women, members of visible minorities, native peoples, and persons with disabilities; however, Canadian citizens and permanent residents will be given priority.

■ **OPTOMETRY — University of Waterloo.** The School of Optometry at the University of Waterloo is widely recognized for programs both in clinical training and research. Our annual research budget exceeds 7 million dollars. Applicatrons are now being accepted for two probationary (tenure track) positions at the Assistant/Associate/Full Professor level in the School of Optometry. We are looking for vision scientists having a strong background in one or more of the following areas: optics, life sciences andocular disease. Eligibility for optometric licensure in the province of Ontario would be an asset but not a requirement. Salary is negotiable within a range commensurate with experience and qualifications. A letter of application, curriculum vitae and three confidential letters of reference should be sent to: Dr. William R. Bobier, Director, School of Optometry, University of Waterloo, Waterloo ON, Canada N2L 3G1. Evaluation of candidates will continue until the positions are filled. All qualified individuals are encouraged to apply, including women, members of visible minorities, native peoples, and persons with disabilities; however, Canadian citizens and permanent residents will be given priority.

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■ **PHILOSOPHY — University of Waterloo.** The University of Waterloo Department of Philosophy invites applications for a tenure track placement at the rank of Assistant Professor or possibly at the rank of Associate or Full Professor for a suitably qualified candidate. Applicants must have a completed PhD in Philosophy at the time of the appointment, some teaching experience, and publications. The area of specialization is open but the department has teaching needs in Ethics and the History of Philosophy. The position will commence on September 1, 2005. Duties include undergraduate courses, plus some graduate teaching or supervision. The closing date for applications is November 30, 2004. Send curriculum vitae and arrange for three letters of reference to be sent to Professor Richard Holmes, Chair, Department of Philosophy, University of Waterloo, 200 University Avenue, W., Waterloo, Ontario, N2L 3G1 (Fax: 519 746-3097). All qualified candidates are encouraged to apply; however, Canadian and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples and persons with disabilities. For further enquiries, call (519) 885 1211, Ext. 2245 (e-mail rholmes@watarts.uwaterloo.ca).

■ **PHILOSOPHY — The University of Alberta.** The Department of Philosophy, University of Alberta, invites applications for a tenure-track position in Philosophy, with a specialization in Ancient Philosophy. Other areas of competence are open. Candidates should hold a PhD in Philosophy and provide evidence of scholarly and teaching excellence. The appointment will be made at the rank of Assistant Professor, effective July 1, 2005. The salary scale for the assistant professor rank currently begins at $51,768 and the benefit package is comprehensive. Letters of Application, CV's including all university transcripts, a sample of written work, and letters from three referees should be sent by November 22, 2004, to Bruce Hunter, Chair, Department of Philosophy, University of Alberta, Edmonton, Alberta, Canada, T6G 2E5. Inquiries only may be addressed to bhunter@ualberta.ca. All qualified candidates are encouraged to apply; however Canadians and Permanent Residents will be given priority. If suitable Canadian citizens or permanent residents cannot be found, other individuals will be considered. The University of Alberta is committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified men and women, including persons with disabilities, members of visible minorities, and Aboriginal persons.

■ **PHILOSOPHY — St. Thomas More College.** The Department of Philosophy at St. Thomas More College (STM), a Catholic College in the Basilian tradition federated with the University of Saskatchewan (U of S), invites applications for a tenure-stream position in ethics at the level of Assistant Professor, commencing July 1, 2005. The STM Department of Philosophy offers its own undergraduate program as well as collaborates with the U of S Department of Philosophy. The successful candidate will have a PhD completed (or near completion) in Philosophy with an established specialization in ethics, with either a virtue ethics or Thomistic approach to the discipline. The candidate will be expected to develop and maintain an active program of research and will contribute to the education and training of undergraduate and graduate students. The successful candidate will be expected to teach courses in ethical theory and ethical problems as well as core courses in the department. Applicants must send (1) a letter describing teaching and research strengths, (2) a curriculum vitae detailing background preparation, publications (attach sample publications), and documenting teaching experience and ability (include teaching evaluations), as well as (3) arrange for three confidential letters of reference. On December 1, 2004, we will begin to consider completed files and to arrange interviews. Interested candidates should submit application materials to Dr. C. Stile, Head, Department of Philosophy, St. Thomas More College, 1437 College Drive, Saskatoon Saskatchewan, S7N 0W6. Inquiries may be directed by email to cstile@stmcollege.ca. Salary will be commensurate with qualifications and experience. In compliance with Canadian Immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. St. Thomas More College is committed to diversity within its faculty. Women, Aboriginal people, people with disabilities, visible minorities and members of other designated groups are encouraged to self-identify on their application. For more information on the Philosophy Department and St. Thomas More College visit http://www.usask.ca/stm/ or contact Dr. Stile at 306-966-8934 or by email at the address above.

■ **PHILOSOPHY — McGill University.** McGill University, Montreal, QC, Canada. Assistant Professor, tenure track, beginning August 2005. AOS: political philosophy. The Department seeks candidates excellent in research and teaching, with broad philosophical interests, who are able to interact with colleagues in a variety of areas in philosophy. Teaching load: four (undergraduate and graduate) courses per year (normally two in each semester), graduate (PhD) and undergraduate supervision. Usual administrative responsibilities. PhD expected by time of appointment. Supporting material must include a CV, a transcript or list of graduate coursework, a representative sample of written work, and three letters of reference. Deadline for receipt of complete applications: November 5, 2004. Address: Search Committee (Political Philosophy), Dept. of Philosophy, McGill University, 855 Sherbrooke Street West, Montreal, QC, Canada H3A 2T7. The Department regrets that it cannot accept application materials by fax or by e-mail, and that application materials cannot be returned. McGill University is committed to equity in employment. All qualified candidates are encouraged to apply; however Canadians and permanent residents of Canada will be given priority. The language of instruction at McGill is English, but a working knowledge of French is also an asset. (This position is subject to final administrative approval).

■ **PHILOSOPHY — McGill University.** McGill University, Montreal, QC, Canada. Assistant Professor, tenure track, beginning August 2005. AOS: moral philosophy. The Department seeks candidates excellent in research and teaching, with broad philosophical interests, who are able to interact with colleagues in a variety of areas in philosophy. Teaching load: four (undergraduate and graduate) courses per year (normally two in each semester); graduate (PhD) and undergraduate supervision. Usual administrative responsibilities. PhD expected by time of appointment. Supporting material must include a CV, a transcript or list of graduate coursework, a representative sample of written work, and three letters of reference. Deadline for receipt of complete applications: November 5, 2004. Address: Search Committee (Ethics), Dept. of Philosophy, McGill University, 855 Sherbrooke Street West, Montreal, QC, Canada H3A 2T7. The Department regrets that it cannot accept application materials by fax or by e-mail, and that application materials cannot be returned. McGill University is committed to equity in employment. All qualified candidates are encouraged to apply; however Canadians and permanent residents of Canada will be given priority. The language of instruction at McGill is English, but a working knowledge of French is also an asset.

■ **PHILOSOPHY — Campion College.** Campion College, a Jesuit Catholic liberal arts college federated with the University of Regina, invites applications for a tenure track position in Philosophy at the level of Assistant Professor, to begin July 1, 2005, subject to final budgetary approval. The successful candidate must have expertise in some area of the history of philosophy and be competent to teach a variety of undergraduate classes as well as introductory philosophy and critical thinking. A PhD or near completion, evidence of effectiveness in teaching and an active research program are expected. Located centrally on the university campus, Campion offers courses in the humanities, social sciences, fine arts and natural sciences. Campion faculty are voting members of their respective faculties (e.g. Arts, Graduate Studies) of the University of Regina, and also participate extensively at the departmental level. At the present time there are ten philosophy positions within the University, and three of these are at Campion. Interested applicants should forward a letter of application, a curriculum vitae, graduate transcript, and a sample of their philosophical work. The names and addresses of three referees should be included, and applicants should arrange for the three letters of reference to be sent to: Professor Samira McCarthy, Dean, Campion College, University of Regina, 3737 Wascana Parkway, Regina, Saskatchewan, Canada S4S 0A2. Campion hires on the basis of merit, and we encourage all qualified applicants to apply; however preference will be given to Canadians and to permanent residents of Canada. Closing date for the receipt of applications is Nov. 15, 2004.

■ **PHILOSOPHY — Simon Fraser University.** The Simon Fraser University Philosophy Department invites applications for a senior philosopher to chair the department, beginning in the academic year 2005–2006. The appointment will be tenured. The successful candidate is expected to serve as chair for a term of five years. AOS: Open. Applicants should be Associate or Full Professors with a significant research record. Prior administrative experience is desirable. Simon Fraser University is a publicly funded university with an enrolment of approximately 25,000 students. The chair's teaching load will be reduced from the norm of 2/2 and a third research inmester, in a trimester system. Ours is a collegial department of 14 members, committed to excellence in both research and teaching. Simon Fraser University is located in greater Vancouver, a city noted for its beautiful natural setting, climate and culture. Applications, together with C.V. and names, addresses and e-mail of three referees should be sent by regular mail to Dr. John Pierce, Dean, Faculty of Arts and Social Sciences, Simon Fraser University, Burnaby, B.C., Canada V5A 1S6. Deadline for application is November 15, 2004. Applicants may consult the webpage at http://www.sfu.ca/philosophy for further information on the Department of Philosophy, and on the details of the Chair's position. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Simon Fraser University is committed to the principle of equity in employment and offers equal employment opportunities to qualified applicants. This position is subject to approval by the University Board of Governors and final budgetary authorization. Please direct the invoice to Dr. Philip Hanson, Chair, Department of Philosophy, Simon Fraser University, Burnaby, BC V5A 1S6.

■ **PHILOSOPHY — University of Western Ontario.** The Department of Philosophy invites applications for two probationary (i.e., tenure-track) faculty positions at the rank of Assistant Professor (PhD required at time of appointment) to begin July 1, 2005. AOS: history of philosophy, especially early modern or ancient philosophy. The successful candidates' research areas will complement those of current faculty members. We are looking for experience in teaching and research and work that shows promise of research excellence. Please send curriculum vitae, teaching dossier, writing

McGill

Assistant Professor in Contemporary Literatures

The Department of English invites applications for a tenure-track position at the rank of Assistant Professor to begin on August 1, 2005, in the area of Contemporary Literatures in English with an emphasis on postcolonial, British, or related fiction (excluding North American).

PhD rs required. Some teaching experience and a knowledge of French are assets. Evidence of scholarly promise is a major consideration. Candidates should be prepared to offer a variety of undergraduate courses and upper year seminars in contemporary literatures and theorres. The teaching load rs 12 credits per academic year. Information about the Department's programs and courses may be found on our website www.arts.mcgill.ca/programs/english/english.html

Complete applications including a curriculum vitae, three letters of recommendation, and a brief writing sample should arrive no later than **December 1st.** Applicants who wish to receive an acknowledgement should include a stamped, self-addressed postcard. Please address applicatrons to

Professor Maggie Kilgour
Chair, Department of English
McGill University
853 Sherbrooke St. W.
Montreal, Quebec, Canada H3A 2T6

In accordance with Canadian and Quebec Immigration requirements, this advertisement is directed first to Canadian citizens and permanent residents. McGill University is committed to equity in employment

Dean, Faculty of Arts
Wilfrid Laurier University

Wilfrid Laurier University invites applications and nominations for the position of Dean of the Faculty of Arts, effective July 1, 2005.

The Faculty of Arts consists of the Oepartments of Anthropology, Archaeology and Classical Studies, Communication Studies, English and Film Studies, Geography and Environmental Studies, History, Languages and Literatures, Philosophy, Political Science, Religion and Culture, and Sociology, as well as Programs in Canadian Studies, Cultural Studies, Fine Arts, Global Studies, Medieval Studies, Urban Studies and Women's Studies. Additional information on the University and the Faculty of Arts can be found at **www.wlu.ca**.

The Dean is expected to provide leadership to the approximately 160 full-time faculty, and to represent the interests of the Faculty within the institution and at large. Candidates should have teaching and administrative experience in a university setting, and a substantial record of scholarly publication.

Located in the twin cities of Waterloo and Kitchener, Ontario, Wilfrid Laurier University has an enrolment of approximately 10,500 full-time students and 1,600 part-time students in the Faculties of Arts, Science, Music, Social Work, Graduate Studies, and the School of Business and Economics. The University offers undergraduate, Masters and doctoral degrees. It has an annual operating budget of over $100 million, and employs over 1,100 full-time faculty and staff.

Oecanal appointments are for five-year periods and are renewable.

In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. The University is committed to employment equity policies and welcomes applications from all qualified individuals.

Applications and nominations, together with a current curriculum vitae and the names of three referees, should be forwarded by November 1, 2004 to the address below.

Janet Wright & Associates Inc.
21 Bedford Road, Suite 300
Toronto, Ontario M5R 2J9
Fax: 416-923-8311
wluarts@jwasearch.com

Janet Wright & Associates Inc.
Senior-level recruitment for the public and not-for-profit sectors
www.jwasearch.com

CAREERS CARRIÈRES

sample, and three letters of reference to Professor Samantha Brennan, Chair, Department of Philosophy, Talbot College, The University of Western Ontario, London, Ontario, Canada N6A 3K7; Fax (519) 661-3922. Applications must be received by November 15, 2004. Positions are subject to budget approval. Applicants should have fluent written and oral communication skills in English. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities.

■ **PHILOSPHY — University of Western Ontario.** The Department of Philosophy invites applications for one probationary (i.e., tenure-track) faculty position at the rank of Assistant Professor (PhD required at time of appointment) to begin July 1, 2005. AOS: history of philosophy or contemporary analytic philosophy, excluding ethics. The successful candidate's research area will complement those of current faculty members. We are looking for experience in teaching and research and work that shows promise of research excellence. Please send curriculum vitae, teaching dossier, writing sample, and three letters of reference to Professor Samantha Brennan, Chair, Department of Philosophy, Talbot College, The University of Western Ontario, London, Ontario, Canada N6A 3K7; Fax (519) 661-3922. Applications must be received by November 15, 2004. Positions are subject to budget approval. Applicants should have fluent written and oral communication skills in English. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities.

■ **PHYSICAL THERAPY — University of British Columbia.** The Division of Physical Therapy in the School of Rehabilitation Sciences at UBC invites applications from suitably qualified physiotherapists for a full time tenure track position. This position is subject to final budgetary approval. This exciting opportunity includes responsibility for contributing to a growing research programme within the School, teaching at both the professional Masters and advanced graduate levels, and service both to the profession and the university. This is a time of innovation and growth for the School, with the advent of a new PhD Programme, opportunities to enhance the research culture, the transition to the Master's entry-level curriculum, and potential for programme expansion. We are seeking a dynamic, team-focused researcher and scholar to join our friendly and supportive team and move with us into an exciting future. The successful candidate will be prepared at the doctoral level, have completed post-doctoral studies with clinical/research interests in the area of musculoskeletal and/or neurological rehabilitation, and have a proven track record of research, as well as a demonstrated commitment to teaching. Other qualifications will include eligibility to practice physiotherapy in British Columbia, and membership in the Canadian Physiotherapy Association. Excellent communication skills and the ability to work collaboratively are also essential. Applications, including a curriculum vitae, a short statement of teaching, research, and professional interests, a copy of three recent publications, and the names and addresses of at least three references, should be sent by October 31, 2004 to: Ms. Sue Murphy, Interim Division Head, Physiotherapy, School of Rehabilitation Sciences, University of British Columbia, T325-2211 Wesbrook Mall, Vancouver, BC V6T 2B5. Expressions of interest may also be emailed to: suem@interchange.ubc.ca. Anticipated start date is January 1/2005. Whilst we thank all applicants for their interest, only those selected for an interview will be contacted. The University of British Columbia hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply, however Canadian citizens and permanent residents of Canada will be given priority. Appointment will be made at rank and salary commensuate with qualifications.

■ **PHYSICS — Simon Fraser University.** The Physics Department at Simon Fraser University invites applications for two tenure-track Assistant Professorships, subject to final budgetary approval. We are searching for individuals of outstanding background and exceptional promise who will establish a vigorous independent research program and who will have a strong commitment to undergraduate and graduate teaching. The department has a very broad research program in condensed matter and materials physics, as well as research programs in biological physics and high energy physics. In the current search, we are interested in candidates who work in: 1. condensed matter theory (any area); 2. condensed matter experiment (particularly magnetic nanostructures). Further information about the Physics Department, including descriptions of other positions available, can be accessed via http://www.sfu.ca/physics. All qualified candidates are encouraged to apply; however Canadians and permanent residents will be given priority. Simon Fraser University is committed to employment equity and encourages applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities. In exceptional circumstances, appointment at a more senior rank may be possible. Applications should include a curriculum vitae, publication list, and a short statement of research and teaching interests; electronic applications will be neither accepted nor acknowledged. Candidates should arrange for three letters of recommendation to be supplied in confidence. All correspondence should be directed to Professor David Boal, Chair, Department of Physics, Simon Fraser University, 8888 University Drive, Burnaby BC, Canada V5A 1S6, to arrive no later than November 15, 2004.

■ **PHYSICS — Dalhousie University.** The Atmospheric Science Program at Dalhousie University is inviting applications for a Tier I Canada Research Chair. The successful candidate will be offered a full-time tenured appointment at the rank of Full Professor in the Department of Physics and Atmospheric Science. Candidates with an established international reputation and demonstrated research excellence in atmospheric science are being sought. Those with expertise in experimental work and/or contemporary climate change and variability are especially encouraged to apply, including candidates with an interest in ensemble and transport processes. The primary responsibility of the successful candidate will be development of a vigorous world-class research programme. The successful applicant should have the ability to attract significant research funding, and have a proven record of supervising graduate students. The candidate should also have excellent communication skills. A background in Physics is preferred, at least at the undergraduate level, but an interest in teaching is required. It is anticipated that an associated junior level faculty appointment will be made in consultation with the successful CRC candidate. Tire procedures to fill the associated position will follow the regulating practices of the university. Dalhousie, with 17,000 students (3,800 graduate), is one of Canada's leading research and teaching universities. The Dalhousie atmospheric science group has built a reputation as a leader in Canada. Current research focuses on aerosol and cloud physics, climate variability and climate change, atmospheric dynamics, tropical convection, remote sensing, and atmospheric chemistry. For more information on the Atmospheric Science Group, see: http://www.atm.dal.ca. The combination of a strong Physics division and Oceanography Department, the relative proximity of the Atlantic Environmental Prediction Research Initiative, a division of the Meteorological Service of Canada, as well as the neighbouring Bedford Institute of Oceanography, has brought together a large and active pool of ocean and atmospheric scientists. Dalhousie is located in Halifax, the largest city in Atlantic Canada. The city is situated on the scenic Atlantic coast of Nova Scotia and offers an outstanding quality of life. The regional economy is growing rapidly, so two-career couples should find ample opportunities here. The Canada Research Chairs (CRC) Program has been established by the Government of Canada to enable Canadian universities to foster research excellence and enhance their role as world class centres of research excellence in the global, knowledge-based economy. More information about the Canada Research Chairs Programme is available at:http://www.chairs.gc.ca. Applicants should send by regular mail a curriculum vitae, an outline of five-year research goals and names of three referees to: The Chair of the CRC Seach Committee, Department of Physics and Atmospheric Science, Dalhousie University, Halifax, Nova Scotia B3H 3J5, Canada. For further information phone: 902-494-6852, fax: 902-494-5191, or email: physics@dal.ca. The review process will begin on 1 November 2004 and applications will be accepted and considered until the position is filled. Please note that the CRC nominations are subject to review and final approval by the CRC Secretariat. Dalhousie University is an Employment Equity/Affirmative Action employer. The University encourages applications from qualified Aboriginal people, persons with a disability, racially visible persons and women.

■ **PHYSICS — University of Waterloo.** The Department of Physics, University of Waterloo, invites applications for a tenure-track position at the Assistant Professor level (in exceptional cases an appointment at a higher level is possible) in the areas of experimental condensed matter physics and theoretical condensed matter physics to begin in September 2005. Candidates in all areas of condensed matter physics will be considered. However, we are particularly interested in candidates with research interests in problems pertaining to: quantum phase transitions and quantum criticality, computational condensed matter theory, decoherence in solid state systems, strongly correlated quantum spin and/or electron systems, spectroscopic techniques (NMR, Raman, muSR, neution), and transport and bulk properties of strongly correlated electron and spin systems. Further information about the Department can be found on our WEB page: http://www.science.uwaterloo.ca/physics. Applicants must have a PhD degree, a record of strong research accomplishments normally achieved through postdoctoral experience and promise for excellence in teaching. The salary range will be commensuraite with qualifications and experience. Candidates should submit by regular mail a curriculum vitae, an outline of research accomplishments, a brief research plan, and a statement of their teaching goals. Arrangements should be made for at least three letters of reference to be sent. Materials should be received by December 10, 2004 and addressed to Prof. Robert Mann, Department of Phsli. Condensed Matter Physics Search, Department of Physics, University of Waterloo, Waterloo, Ontario, CANADA, N2L 3G1; Tel: (519) 888-4567, Ext. 6831; E-mail: physics@uwaterloo.ca. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. This appointment is subject to the availability of funds. More than one position may be available depending on our funding situation.

■ **PHYSICS — University of Waterloo.** The Department of Physics, University of Waterloo, invites applicants for tenure-track positions at the Assistant, Associate, and/or Full Professor level in the one of the following areas of theoretical physics: (i) quantum gravity, including string theory, canonical quantization, black hole thermodynamics, non-commutative geometry, and other approaches; (ii) quantum information theory, including quantum computing, quantum algorithms, and quantum cryptography; (iii) astroparticle physics, including early-universe and inflationary cosmology, standard-model alternatives to dark matter and dark energy, gravitational lensing, and gravitational radiation. All applicants must have a PhD degree, a record of exceptional research accomplishments and a promise for excellence in teaching. Junior level applicants must be able to demonstrate excellent potential for research. Salary range commensurate with qualifications and experience. Candidates should submit by regular mail a curriculum vitae, an outline of present research program, a brief future research plan, and a statement of their teaching goals. Arrangements should be made for three letters of reference to be sent. Materials should be addressed to the Chair, Department of Physics, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1, TEL: (519) 888-4567, Ext. 6831; E-mail: PHYSICS@UWATERLOO.CA. Applications will be considered at any time until the position is filled. We encourage applications from all nationalities. Further information about the Department can be found on our Web page http://www.science.uwaterloo.ca/physics. All qualified candidates are encouraged to apply; however Canadians and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. This appointment is subject to the availability of funds.

■ **PLANNING & URBAN DESIGN — University of Waterloo.** Applications are invited for an Assistant Professor tenure track position in Urban Design. The successful candidate will have doctoral level planning urban design credentials, a mix of international and North American urban design project experience and demonstrate potential for leadership in developing instructional design programs that include novel approaches to studio instruction (including computer assisted design in urban planning studios.) The candidate should have a record of scholarly output (writing, exhibits, design competitions, etc.) An additional interest in one or more of: heritage, international urban design, development industry economics, or urban ecology is an advantage. The successful candidate will teach urban design to undergraduate and graduate planning students, supervise graduate student research, and conduct research in urban design related fields. Applicants must demonstrate design achievement; and since the School has a doctoral program, a PhD is highly desired (significant professional achievement coupled with awards and/or publishing might be accepted if the individual has masters level credentials.) Applicants should qualify for membership in the Canadian Institute of Planners. The nature of the appointment and salary will be commensuiate with the candidate's qualifications and experience. The appointment will be effective January 1, 2005. Applications must be received in hard copy and will include a letter of application (stating career objectives, approach to learning and teaching, and research goals), a current curriculum vitae, a portfolio of selected recent design work, and names (with contact information) of four referees. The first stage in the review of applicants will be based on the letter of application, portfolio, and CV. References will be contacted for those being considered in the second stage of review. Complete applications must be received at the following address by October 31, 2004: Dr. Murray Haight, Director, School of Planning, Faculty of Environmental Studies, University of Waterloo, Waterloo, ON N2L 3G1 mehaight@uwaterloo.ca The School of Planning is part of the Faculty of Environmental Studies that includes a School of Architecture, a Department of Environment and Resource Studies, and a Department of Geography. In addition, it has a Heritage Resource Centre that undertakes research and professional education involving both natural and built environments, and a Mapping, Analysis and Design technical unit that provides computing facilities and professional staff to support teaching and research in GIS, remote sensing, computer aided design, modeling and simulation. Additional information about the Faculty may be found at: http://www.fes.uwaterloo.ca/. The successful candidate will be able to consult and participate broadly with colleagues in the Faculty and will have access to advanced computing and other research and teaching facilities. All qualified candidates are encouraged to apply; however, priority will be given to Canadian citizens and permanent residents. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities.

■ **POLITICAL SCIENCE — Simon Fraser University.** The Department of Political Science at Simon Fraser University invites applications for a tenure-track position at the rank of Assistant Professor in International Political Economy to start September 1, 2005. Applicants should have a completed PhD at the commencement of the appointment and should have a well-developed research program in International Political Economy. Candidates should forward their applications to Professor Lynda Erickson, Chair, Department of Political Science, Simon Fraser University, Burnaby, B.C. V5A 1S6. Applicatrons should arrive by November 15, 2004 and must include (1) a letter of application outlining the candidate's qualifications (2) the candidate's curriculum vitae (3) one article sample or a sample of the candidate's scholarly work and (4) the names of at least three referees, one of whom should comment on the candidate's teaching ability or teaching potential in addition to their scholarly qualifications. If available, other evidence of teaching performance would be welcome. Candidates should ask their referees to send a letter of reference directly to the Chair to arrive by November 15. All qualified candidates are encouraged to apply; however Canadians and permanent residents will be given priority. Simon Fraser University is committed to the principle of equity in employment and offers equal opportunities to qualified women and men, including visible minorities, aboriginal people and persons with disabilities. This position is subject to approval by the University Board of Governors and final budgetary approval.

■ **POLITICAL SCIENCE — The University of British Columbia.** The Department of Political Science at the University of British Columbia anticipates hiring for a tenure-track position at the Assistant Professor level effective **July 1, 2005** in Canadian politics. We would welcome a focus on any subfield in the study of Canada, including Canada in a comparative context. Applicants should currently hold a PhD or expect to complete the degree by the date of appointment. The criteria for selection of candidates will include potential for research of theoretical significance, excellence in teaching, and service to the University and community. The deadline for applications is November 1, 2004. The letter of application should be accompanied by a curriculum vitae. Applicants should also arrange to have three letters of reference sent to the following address: The Head, Department of Political Science, The University of British Columbia, C472-1866 Main Mall, Vancouver, B.C. V6T 1Z1, Canada. For further information on the Department, including its Annual Report, please see the department's web site at www.politics.ubc.ca. The position is subject to final budgetary approval. UBC hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply; however, Canadians and permanent residents of Canada will be given priority.

■ **POLITICAL SCIENCE — York University.** The Atkinson School of Social Sciences, Political Science Program, York University, Toronto, Ontario, Canada invites applications for e tenure-track position in Public Policy and Canadian Politics. Details are available at: www.yorku.ca/acadjobs. York University is an Affirmative Action Employer. The Affirmative Action Program can be found on York's website at www.yorku.ca/acadjobs or a copy can be obtained by calling the affirmative action office at 416-736-5713. All qualified candidates are encouraged to apply; however, Canadian citizens and Permanent Residents will be given priority.

■ **POLITICAL SCIENCE — University of Toronto at Scarborough.** The Department of Social Sciences of the University of Toronto at Scarborough invites applications for a budget-approved, full-time, tenure-stream position in the fields of International Relations and International Political Economy. The position will be at the rank of Assistant Professor and commence 1 July 2005. The successful applicant is expected to teach an introductory undergraduate course in International Relations, as well as undergraduate and graduate courses on contemporary issues in International political economy. Strong research and teaching skills are required. Expertise in the issues of regionalism, especially in Europe, would be an asset. Applicants must have a PhD or be near completion. The successful applicant will do undergraduate teaching in the Department of Social Sciences at the University of Toronto at Scarborough. He/she will contribute to the Major and Specialist programs in Political Science and to Major and Co-operative programs in International Studies offered by the Department of Social Sciences. He/ she will also become a full member of the graduate Department of Political Science of the University of Toronto and will do graduate teaching and supervision at the St. George campus. The closing date for applications is 29 October 2004. Applicants should ask 3 referees to send a letter of recommendation under separate cover to the address below by the deadline. Applicants should also send a curriculum vitae, a writing sample, a teaching dossier, and a statement outlining current and future research interests to: Professor John Milon, Chali, Department of Social Sciences, University of Toronto at Scarborough, 1265 Military Trail, Toronto Ont M1C 1A4. The University is strongly committed to diversity within its community. The University especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups and otheis who may contribute to further diversification of ideas.

■ **POLITICAL SCIENCE — University of Toronto at Scarborough.** The Department of Social Sciences of the University of Toronto at Scarborough invites applications for a budget-approved, full-time, tenure-stream position in the fields of Canadian Politics and Comparative Public Policy. The position will be at the rank of Assistant Professor and commence 1 July 2005. The successful applicant is expected to teach introductory and upper-level undergraduate courses in Canadian politics as well as in Canadian and comparative public policy. Candidates are sought who have a strong theoretical onentation, knowiedge of the core Canadian Politics and Comparative Public Policy literature, and superior research and teaching abilities. Applicants must have a PhD or be neai completion. The successful applicant will do undeigiaduate teaching in the Department of Social Sciences at the University of Toronto at Scarboiough. He/she will contribute to the Major and Specialist programs in Political Science and to Major and Co-operative programs in Public Policy offered by the Department of Social Sciences. He/She will also become a member of the graduate Department of Political Science of the University of Toionto and will do graduate teaching and supervision at the St. George campus. The closing date for applications is 29 October 2004. Applicants should ask 3 referees to send a letter of recommendation under separate cover to the address below by the deadline. Applicants should also send a curriculum vitae, a writing sample, a teaching dossier, and a statement outlining current and future research interests to: Professor John Mnon, Chali, Department of Social Sciences, University of Toronto at Scarborough, 1265 Military Trail, Toronto Ont M1C 1A4. The University is stiongly committed to diversity within its community. The University especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups and otheis who may contribute to further diversification of ideas.

University of Saskatchewan
Assistant/Associate/Full Professors
College of Commerce

The College of Commerce, University of Saskatchewan, is seeking Assistant and Associate Professors in several disciplines, and Full Professors in Accounting, effective July 1, 2005. These positions are subject to budget approval. Candidates at entry and mid-career levels will be considered. Salaries are commensurate with qualifications. Term positions may also be available.

Finance

Applications are invited for tenure-track positions in Finance at the Assistant/Associate Professor rank. The ideal applicant will have a doctoral degree in Finance but candidates near completion will be considered. Specialties desired are financial institutions, corporate finance and investments. Applicants will be judged on potential for excellence in teaching and research. Candidates should demonstrate they value close interaction with students. Teaching includes courses at the undergraduate and graduate levels. Contact: Dr. George Tannous, Head, Department of Finance and Management Science, College of Commerce, University of Saskatchewan, Saskatoon, Saskatchewan, Canada S7N 5A7. Phone (306) 966-6695; tonnous@commerce.usask.ca.

Marketing

Applicants are invited for tenure track positions in Marketing at the Assistant/Associate Professor rank. Candidates in all Marketing specializations are encouraged to apply. Specialties particularly desired are international marketing, branding, customer relationship management, sales management, services, and business to business marketing. Interested applicants who hold or are near the completion of a Ph.D. in Marketing are encouraged to apply. Contact: Dr. Rein Lepnurm, Head, Department of Management and Marketing, College of Commerce, University of Saskatchewan, Saskatoon, Saskatchewan, Canada S7N 5A7. Phone (306) 966-8437; lepnurm@commerce.usask.ca.

Industrial Relations and Organizotionol Behavior

Applicants are invited for a tenure-track position in Industrial Relations and Organizationol Behovior at the Assistont/Associate Professor rank. Candidates who hold or are close to completion of a Ph.D. in industrial relations, labour studies, human resource management, or organizanonol behovior are encouraged to apply. Contact: Dr. Ron Edmonds, Head, Department of Industrial Relations and Organizational Behavior, College of Commerce, 25 Campus Drive, University of Saskatchewan, Saskotoon, Saskatchewan, Canado S7N 5A7. Phone (306) 966-8410; edmonds@commerce.usask.ca.

Accounting

Applicants are invited for tenure trock positions at the Assistont/Associate Professor rank and tenured positions at the Full Professor rank. Candidotes who hold or are near completion of o Ph.D. in Accounting are encouraged to apply. Specializations desired are financial accounting, managerial accounting, auditing and tax. Contact: Dr. Suresh Kalagnanam, Head, Department of Accounting, College of Commerce, 25 Campus Drive, University of Saskatchewan, Saskatoon, Saskatchewan, Canada S7N 5A7. Phone (306) 966-8404; kalagnanom@commerce.usask.ca.

* * *

The University of Saskatchewan is committed to employment equity. Members of designated groups (women, aboriginol people, people with disabilities and visible minorities) are encouraged to self-identify on their applications. In accordonce with Canadian immigration requirements, priority will be given to Conadian citizens and permanent residents of Canada.

The University of Saskotchewan is located in Saskatoon, Saskatchewan, Canada. Saskotoon is a vibrant university city with a population approaching 230,000 people. The city is located on o river in the heartland of Saskatchewan. The city is well known for it summer festivals and riverbonk events such as Shakespeare on the Saskatchewan, the Jazz Festival, River Fest Boot Roces, the Children's Festivol and the Fringe Festivol to nome a few. It has a progressive university serving approximately 20,000 students. The College of Commerce hos an undergraduate business program with approximately 1600 full time students. We also have exciting MBA and M.Sc. programs of study, and a Masters of Professional Accounting.

For more information of the College of Commerce, please visit our website at www.commerce.usask.ca. For more information on the City of Saskotoon, please visit the following website ot www.downtownsaskatoon.com.

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Natalie Savard QUICK!

Tel: 613-820-2270
Fax: 613-820-7244
Email: savard@caut.ca

CAREERS CARRIÈRES

■ **PSYCHOLOGY — University of Toronto at Scarborough.** The Department of Life Sciences, University of Toronto at Scarborough, invites applications for a tenure-stream position in social psychology. Applicants must have a PhD or equivalent and demonstrated excellence in research and evidence of strong potential for excellence in teaching. The successful candidate is expected to develop a strong research program and to take an active part in graduate and undergraduate teaching, including teaching advanced-level courses in specialized topics in social psychology. Candidates with interests in any area of social psychology are encouraged to apply. Possible topics of special interest include research on cultural psychology, interpersonal and intergroup processes, social cognition, emotion and affective neuroscience. For information on the research and teaching strengths in the Department, including our CFI in Stress, and Neuroscience, Cognitive Science and Co-op programs in Psychology and its Applications, please consult the Department website: http://www.utsc.utoronto.ca/~lifesci. Interested candidates should submit a curriculum vitae, including statements of research and teaching interests, with a copy of recent reprints, and arrange to have three letters of recommendation commenting on publications, research potential and teaching ability sent to Professor John M. Kennedy, Chair, Department of Life Sciences, University of Toronto at Scarborough, 1265 Military Trail, Scarborough, Ontario, Canada M1C1A4 and to the Chair's secretary at persaud@utsc.utoronto.ca. The closing date for applications is November 1, 2004. The appointment will be at the Assistant Professor level and salary will be commensurate with qualifications. The position will be effective July 1, 2005. The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to the further diversification of ideas. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

■ **PSYCHOLOGY — University of Toronto at Scarborough.** The Department of Life Sciences, University of Toronto at Scarborough, invites applications for a tenure-stream position in clinical research and/or abnormal psychology. Applicants must have a PhD (or equivalent), demonstrated excellence in research, evidence of strong potential for excellence in teaching, and preferably, one or more years of postdoctoral experience. The successful candidate will be expected to take an active role in graduate and undergraduate teaching and to develop a strong research program. For information on the research and teaching strengths in the Department, including the CFI Neurobiology of Stress Centre, and Neuroscience, Cognitive Science and Co-op programs in Psychology and its Applications, please consult the Department website: http://www.utsc.utoronto.ca/~lifesci. Interested candidates should submit a curriculum vitae, including statements of research and teaching interests, with a copy of recent reprints, and arrange to have three letters of recommendation commenting on publications, research potential and teaching ability sent from referees. The materials should be sent to Professor John M. Kennedy, Chair, Department of Life Sciences, University of Toronto at Scarborough, 1265 Military Trail, Scarborough, Ontario, Canada M1C1A4 and to the Chair's Secretary at persaud@utsc.utoronto.ca. The closing date for applications is October 3, 2004. The appointment will be at the Assistant Professor level and salary will be commensurate with qualifications. The position will be effective July 1, 2005. The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to the further diversification of ideas. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

■ **PSYCHOLOGY — University of Western Ontario.** Applications are invited for a probationary (tenure-track) appointment in Developmental Psychology at the rank of Assistant or Associate Professor in the Psychology Department at The University of Western Ontario, effective July 1, 2005. We are particularly interested in developmental neuroscience, social and emotional development, cognitive development, and developmental psychopathology, but all outstanding applicants are welcome to apply. Successful applicants will have a PhD and be expected to maintain an active research program, teach undergraduate and graduate courses, and provide graduate student supervision. The Psychology Department has approximately 50 faculty members, 20 staff members, and over 100 graduate students enrolled in the Masters and PhD programs. It is one of the most distinguished psychology departments in Canada. Further information about the Department may be found at http://www.ssc.uwo.ca/psychology/. Applicants should submit a curriculum vitae, a statement of research and teaching experience and interests, copies of representative publications, and arrange to have 3 letters of recommendation sent to: Dr. K. Peter Ossenkopp, Chair, Department of Psychology, The University of Western Ontario, London, Ontario, Canada N6A 5C2. Consideration of applications will commence on November 1, 2004, and will continue until the position is filled. This position is subject to budgetary approval. Applicants should have fluent writing and verbal communication skills in English. All qualified candidates are encouraged to apply; however, Canadian Citizens and Permanent Residents will be given priority. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people, and persons with disabilities.

■ **PSYCHOLOGY — University of Toronto at Mississauga.** The University of Toronto at Mississauga, Department of Psychology, invites applications for a full-time appointment at the Lecturer level effective July 1st, 2005. The successful candidate will have a PhD degree, extensive teaching experience in undergraduate psychology, and well documented teaching reviews and positive Student Surveys. They will have a strong interest in innovative teaching methods for large undergraduate courses, and will be expected to collaborate closely in the creation of information technology and web-based learning methods in the computer laboratory component of introductory Psychology. The primary duties are to prepare and deliver all lectures and tests for Introductory Psychology (PSY100), and 2 other 3-5 FCE courses during the fall and winter terms. This individual will be responsible for all administrative aspects of the course in close collaboration with Dr. Jeff Graham who is responsible for the computer laboratory curriculum of the PSY100 course. Another important aspect of the position is to aid other faculty members with the development of web- and computer-based materials for their courses. Other duties also include, but are not restricted to, administrative committee work, mentoring and supervising Teaching Assistants, maintaining student office hours for advising and counseling students, establishing best practices for student skills development, and liaison with high schools, the UTM Registrar's Office, and the UTM Academic Skills Centre. Applicants should submit a CV, teaching statement, and three letters of reference to the Professor Alison Fleming, Chair, Department of Psychology, University of Toronto at Mississauga, 3359 Mississauga Road, Mississauga, Ontario, L5L 1C6. Deadline for applications is October 31, 2004. The University of Toronto is fully committed to academic excellence and welcomes applications from all qualified individuals. All qualified candidates are encouraged to apply; however, Canadian and permanent residents will be given priority. The University of Toronto is strongly committed to diversity within its community. The University especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to the further diversification of ideas. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

■ **PSYCHOLOGY — Simon Fraser University.** The Department of Psychology at Simon Fraser University invites applications for a tenure-track faculty position at the Assistant Professor level in Theoretical Psychology/History of Psychology. The applicant may have research interests and specific expertise in any area of Theoretical Psychology/History of Psychology. Expertise in philosophy of science and/or research methodology would be an asset. The successful candidate will be expected to teach undergraduate courses in history of psychology, graduate courses in theoretical psychology, supervise graduate students in the Theory and Methods stream, and maintain an active research program. Applicants are expected to have a doctorate in psychology or a closely related field at the time of appointment, and possess an aptitude for undergraduate and graduate teaching. Please submit a cover letter, which includes a summary of research objectives and teaching experience, a curriculum vitae, three letters of reference, and copies of representative publications to Dr. Daniel Weeks, Chair, Department of Psychology, Simon Fraser University, 8888 University Drive, Burnaby, B.C. V5A 1S6. Review of applications will begin on October 15, 2004 and continue until suitable candidates have been identified. The Department's webpage can be accessed at http://www.psyc.sfu.ca. All qualified candidates are encouraged to apply; however Canadians and permanent residents will be given priority. Simon Fraser University is committed to employment equity and encourages applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities. This position is subject to final budgetary approval.

■ **PSYCHOLOGY — Saint Mary's University.** Applications are invited for two tenure-track appointments in a growing Department. The positions are at the Assistant Professor level, starting July 1, 2005. Candidates should have a PhD in psychology or to be near completion of the degree. Position #1. Applied experimental or applied cognitive psychology. We are particularly interested in candidates with active teaching and research interests related to environmental psychology, human factors, occupational health and safety, human performance (including sport psychology), and other applications of learning and memory. Position #2. Applied Social/Personality with teaching and research interests in Psychology of Law or Forensic Psychology. The successful applicants may also be called upon to teach in the areas of introductory psychology, drugs and behaviour, learning and memory, history of psychology, statistics, research methods, and psychometrics; experience in any of these areas is an asset. The successful applicants will be expected to conduct and supervise research and to contribute to the Department's graduate program in applied psychology. The Department has a major and honours curriculum and offers an M. Sc. degree in industrial and organizational psychology and a certificate program in Human Resource Management. The successful applicant will also have the opportunity to participate in the newly established Centre for Occupational Health and Safety and the Centre for Leadership Excellence and the University's Criminology and Forensic Diploma programs. Candidates should present evidence, commensurate with experience, of research excellence, scholarly productivity, and dedication to teaching and research supervision at both the graduate and undergraduate levels. This is an international search and candidates of all nationalities are encouraged to apply. However, in accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents. Saint Mary's University encourages applications from aboriginal peoples, visible minorities, and people with disabilities. Saint Mary's University is located in the historic port city of Halifax, Nova Scotia, a vibrant, urban community of over 300,000 people. Halifax is a major educational centre for Atlantic Canada and is home to five universities. It is conveniently located to recreational areas and to other major urban centres in Canada and northeastern United States. For additional information about the University and the Department please see our website at http://www.stmarys.ca. Applicants should furnish curriculum vitae, copies of reprints, a letter describing teaching and research interests, and three letters of reference (sent directly by referees) to Dr. Vic Catano, Department of Psychology, Saint Mary's University, Halifax, NS B3H 3C3. Telephone: (902) 420-5845. Fax: (902) 496-8287. Email: vic.catano@smu.ca. Review of applications begins immediately and will continue until the positions are filled. The positions are available for a July 1, 2005 start date.

■ **PSYCHOLOGY — Dalhousie University.** The Department of Psychology at Dalhousie University invites applications for a tenure track appointment at the Assistant Professor level in Animal Learning, to begin July 1, 2005. Applicants should have a PhD in psychology, neuroscience or another appropriate discipline. The successful applicant will be expected to build and maintain a high quality, externally funded research program; to contribute to the training of honours and graduate students in our programs in experimental psychology and behavioural neuroscience, and to teach undergraduate lecture and laboratory classes, primarily in learning. The specific area of expertise in learning is (e.g., associative learning, animal cognition, brain mechanisms or genetics of learning and memory) is of less concern than the excellence of the research and its fit with the department's existing strengths. Currently, members of the department are studying olfactory learning in mice, conditioning of flavour preferences and changes in flavour palatability, neural mechanisms of spatial learning and memory, differences in visual discrimination learning among inbred strains of mice, communication and learning in cephalopods, stress and learning within ecological contexts, and effects of early experience on learning and memory. Further information about research and teaching in our department can be found on our website: www.dal.ca/psychology. Applications should be submitted by November 1, 2004 to Prof. Vincent LoLordo, Department of Psychology, Dalhousie University, Halifax, Nova Scotia B3H 4J1 (Fax: 902 494 6585; e mail: vincent.lolordo@dal.ca). Applications should consist of a letter of intent, a curriculum vitae, copies of publications, a statement of teaching and research interests, and three letters of reference. All qualified candidates are encouraged to apply; however Canadian citizens and permanent residents of Canada will be given priority. Dalhousie University is an Employment equity/Affirmative Action employer. The University encourages applications from qualified Aboriginal people, persons with a disability, racially visible persons and women.

■ **PSYCHOLOGY — University of Waterloo.** Applications are invited for a tenure-track position at the Assistant to Full Professor level in our CPA and APA accredited Clinical Psychology Training Program. Candidates should have a PhD from an accredited clinical psychology program, an approved internship, and should be registered or eligible for registration with the Ontario College of Psychologists. Responsibilities will include undergraduate and graduate teaching, clinical and research supervision of graduate students, and commitment to an ongoing research program. We welcome applicants with a strong, theory-driven, research investment that will be attractive to graduate students. We have a strong preference for someone with child clinical interests, although applicants with adult clinical expertise will also be considered. Information about the department can be found at: http://www.psychology.uwaterloo.ca. Information regarding the Waterloo area may be found at: www.region.waterloo.on.ca. The anticipated start date for the position is July 1, 2005. Review of applications will begin in September and continue until the position is filled. Applicants should submit a curriculum vitae, a statement of research and teaching interests, reprints or preprints of recent papers, and arrange for three confidential letters of reference to be sent to: Clinical Psychology Search Committee, Department of Psychology, University of Waterloo, 200 University Avenue West, Waterloo, Ontario, Canada N2L 3G1. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. All qualified candidates are encouraged to apply; however Canadians and permanent residents will be given priority.

■ **PSYCHOLOGY — University of Waterloo.** Applications are invited for a tenure-track faculty position at the Assistant to Full Professor level in Cognitive Psychology. All areas of cognitive psychology will be considered. We are particularly interested in hiring at the assistant professor level, but will consider applications at the associate or full professor level. The successful candidate will have a PhD in Psychology (or a related discipline). We are seeking an individual with demonstrated potential for a strong independent research career supported by external grant funding, and a strong commitment to teaching and supervision of graduate and undergraduate students. Information regarding the department and the program in Cognitive Psychology can be found at: www.psychology.uwaterloo.ca. Information regarding the Waterloo area can be found at: www.region.waterloo.on.ca. The anticipated start date for the position is July 1, 2005. We will begin reviewing applications on November 1, 2004 and continue until the position is filled. Applicants should submit a curriculum vitae, a statement of research and teaching interests, reprints or preprints of recent papers, and arrange for three confidential letters of reference to be sent to: Cognitive Psychology Search Committee, Department of Psychology, University of Waterloo, 200 University Avenue West, Waterloo, Ontario, Canada, N2L 3G1. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. All qualified candidates are encouraged to apply; however Canadians and permanent residents will be given priority.

■ **PSYCHOLOGY — The University of Western Ontario.** Faculty Position in Psychological Statistics and Experimental Design. Applications are invited for a probationary (tenure-track) or tenured appointment at the rank of Assistant or Associate Professor in the Psychology Department at The University of Western Ontario, effective July 1, 2005. The successful applicant will be expected to provide statistical consulting to students and colleagues, teach univariate and multivariate statistics and experimental design courses, and develop an independent research program, actively seek research grants and contracts, coordinate faculty research efforts, develop a strategic vision and provide administrative leadership to the PRL. The successful candidate will have demonstrated success in obtaining grants, publishing in the social sciences and should exhibit a commitment to interdisciplinary research.

Applicants should submit a letter of intent, curriculum vitae, and arrange for three confidential letters of reference to:

Dr. R. A. Sydie, Professor and Chair
Department of Sociology
University of Alberta
Edmonton, Alberta Canada T6G 2H4
Fax: (780) 492-7196

Deadline: December 15, 2004

For additional information, Sociology website is at **www.arts.ualberta.ca/socweb/**

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

McGill

Division Director
Paediatric Gastroenterology & Nutrition
(Department of Paediatrics)

The Department of Paediatrics, McGill University and the Montreal Children's Hospital (MCH) of the McGill University Health Centre (MUHC) seek applicants for The Director of the Division of Pediatric Gastroenterology and Nutrition

Applicants should have senior academic experience with excellent clinical and procedural skills and strong leadership skills in research and teaching. For suitable candidates, laboratory space, shared equipment and start-up funding will be available through the associated McGill University–Montreal Children's Hospital Research Institute

Faculty rank and remuneration of the successful candidate will be based on individual qualifications. The selected candidate must have a M.D. eligible for licensure in the Province of Quebec

Interested applicants are asked to submit a signed letter of interest, curriculum vitae (including e-mail address) and three letters of reference

Dr. Harvey J. Guyda
Chair, Department of Paediatrics
The Montreal Children's Hospital
Room C-414, 2300 Tupper St.
Montreal, Quebec H3H 1P3
E-mail: harvey.guyda@muhc.mcgill.ca
Telephone 514-412-4467
Fax 514-412-4251

All qualified applicants are encouraged to apply in accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. Candidates would benefit from a working knowledge of both official languages. "Les candidatures ayant avantage d'une connaissance des deux langues officielles." McGill University is committed to equity in employment

www.mcgill.ca

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Senior Associate or Full Professor/Executive Director (PRL)

Department of Sociology – Edmonton, Alberta, Canada

The Department of Sociology invites applications for a tenure track position at the Senior Associate or Full Professor level for the position of Executive Director of the Department's Population Research Laboratory (PRL), commencing July 1, 2005. The benefits package is comprehensive. PhD is required.

The Population Research Laboratory is the largest university-based survey and demographic research facility in western Canada. The mission of the PRL is to facilitate the teaching, research and service goals of the Department of Sociology, the Faculty of Arts, and the larger University community. The PRL was established in 1966 and is a centre for social science research at the University of Alberta. Clients of the PRL have included academic researchers, government departments and agencies, regional health authorities, professional associations and non-profit organizations.

The Executive Director will be expected to

CAREERS CARRIÈRES

permental design of the graduate level, provide graduate student supervision, and maintain an active research program in his or her substantive research area. The primary selection criteria will be research excellence and productivity, statistical teaching experience, and ability to provide statistical consultation. The Psychology Department has approximately 50 faculty members, 20 staff members, and over 100 graduate students enrolled in the Masters and PhD programs. It is one of the most distinguished psychology departments in Canada. Further information about the Department may be found at http://www.ssc.uwo.ca/psychology/. Applicants should submit a curriculum vitae, a statement of research, teaching, and consulting experience and interests, copies of representative publications, and arrange to have 3 letters of recommendation sent to: Dr. K.-Peter Ossenkopp, Chair, Department of Psychology, The University of Western Ontario, London, Ontario, Canada N6A 5C2. Consideration of applications will commence on November 1, 2004, and will continue until the position is filled. This position is subject to budgetary approval. Applicants should have fluent writing and verbal communication skills in English. All qualified candidates are encouraged to apply; however, Canadian Citizens and Permanent Residents will be given priority. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people, and persons with disabilities.

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■ **RELIGIOUS STUDIES — University of Ottawa.** The Department of Classics and Religious Studies of the University of Ottawa announces the opening of a full-time, tenure-track position for an assistant or associate professor starting 1 July 2005. Field of specialization: Religions in Canada. PhD relevant to the field of religious studies is required, as well as sufficient refereed publications to qualify for supervising graduate research at the University of Ottawa. Preference will be given to candidates whose research and teaching experience demonstrates competence in subspecialties such as religions and cultures, aboriginal religions; women and religions, using historical or social scientific methods. The successful candidate will be expected to teach and direct research at the undergraduate and graduate levels in English and in French. This is a bilingual position and active and demonstrated teaching competence in both languages is a condition of tenure. Salary is commensurate with qualifications and experience, and consistent with the University's Collective Agreement. Equity is a University Policy. The University strongly encourages applications from women. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Applications, including a curriculum vitae, and three letters of reference, should reach the department by 1 December 2004. Address to: Dr. Geoffrey Greatrex, Chair, Department of Classics and Religious Studies, University of Ottawa, 70 Laurier Avenue East, Ottawa, Ontario, K1N 6N5 Canada. Tel. 613-562-5714 Fax 613-562-5991. E-mail: greatrex@uottawa.ca. The University of Ottawa is justly proud of its 150-year tradition of bilingualism. Through its Second Language Institute, the University provides training to staff members and to their spouses in their second official language. At the time of tenure, professors are expected to have the ability to function in a bilingual setting. In certain cases, professors must have the ability to teach in both official languages to be granted tenure.

S

■ **SCIENCE EDUCATION — McGill University.** The Faculty of Science, McGill University is seeking to appoint the first occupant of the Tomlinson Chair in Science Education. The successful applicant will be an excellent scientist who has a distinguished record in Science education research, and who is familiar with Information Technology as applied to education. He/she will take up a tenured appointment in one of the departments of the Faculty of Science, and will be expected to set up a comprehensive research program relating to the teaching of science at the university level. He/she will have access to significant funding from the Tomlinson University Science Teaching Project, and will also be expected to attract external research funding. Applications, including a CV as well as a research plan and statement of teaching interests should be sent to: Professor dik Harris, Director, Tomlinson University Science Teaching Project, McGill University, Rutherford Physics Building, 3600 University Street, Montreal, Quebec, Canada, H3A 2T8; dik.harris@mcgill.ca. Three referees should be asked to send supporting letters. Applications will be reviewed beginning October 31st, but applications will be accepted until the post is filled. Previous applicants need not re-apply. All qualified candidates are encouraged to apply; however in accordance with immigration regulations, priority will be given to Canadian Citizens and permanent residents. McGill University is committed to equity in employment.

■ **SCIENCES DES RELIGIONS — Université d'Ottawa.** Le Département des études anciennes et de sciences des religions de l'Université d'Ottawa sollicite des candidatures pour un poste de professeur au rang d'adjoint ou d'agrégé menant à la permanence, à compter du 1er juillet 2005. Domaine de spécialisation: Religions au Canada. Le candidat ou la candidate devra être titulaire d'un doctorat pertinent aux sciences des religions et disposer de publications à caractère universitaire pour être reconnu apte à diriger des études supérieures à l'Université d'Ottawa. La préférence sera donnée aux candidats et aux candidates possédant une expérience pertinente dans l'enseignement et la recherche des domaines religion et culture, religions autochtones, femme et religion; selon les perspectives méthodologiques de l'histoire et des sciences sociales. Il ou elle doit avoir une maîtrise suffisante des langues française et anglaise pour pouvoir enseigner et diriger des recherches au niveau du baccalauréat au doctorat. Le bilinguisme actif sera condition de permanence. Le traitement est en conformité avec la convention collective. L'Université a une politique d'équité en matière d'emploi. Les femmes sont fortement encouragées à poser leur candidature. Toutes les personnes qualifiées sont encouragées à poser leur candidature. Toutefois, cette offre s'adresse de préférence aux citoyens canadiens et aux résidents permanents. Le dossier de candidature comprenant lettre de présentation, curriculum vitae, et trois lettres de recommandation devra parvenir au plus tard le 1 décembre 2004 à: Monsieur Geoffrey Greatrex, directeur, Département des études anciennes et de sciences des religions, Université d'Ottawa, 70, avenue Laurier est, Ottawa (Ontario) K1N 6N5. Tél. 613-562-5714 Télécopieur 613-562-5991. Courriel: greatrex@uottawa.ca. L'Université d'Ottawa est fière, avec raison, de sa tradition de bilinguisme, vieille de plus de 150 ans. Par l'entremise de l'Institut des langues secondes, l'Université offre aux membres et à leurs conjoints la possibilité de suivre des cours pour parfaire leurs connaissances de leur seconde langue officielle. Au moment de leur permanence, les professeurs sont tenus de pouvoir fonctionner dans un milieu bilingue. De plus, pour obtenir la permanence, certains professeurs devront pouvoir enseigner dans les deux langues officielles.

■ **SOCIAL JUSTICE — University of Windsor.** The University of Windsor invites applications for a tenure-track position in the area of Social Justice at the rank of Assistant Professor commencing July 1, 2005. For a detailed position description visit our website at: www.uwindsor.ca/facultypositions. Contact: Dr. Lynne Phillips, Head, Department of Sociology and Anthropology, University of Windsor, Windsor, ON, N9B 3P4; Tel: 519.253.3000, Ext. 2190; Fax: 519.971.3621; Email: lynnep@uwindsor.ca. For information on the University of Windsor or the City of Windsor, contact Dr. Janice Drakich, Director, Faculty Recruitment at 877-665-6608 (toll free) or recruit@uwindsor.ca.

■ **SOCIAL PSYCHOLOGY — University of Alberta.** The Department of Psychology at the University of Alberta has a tenure-track opening effective July 1, 2005 for an entry level scholar at the rank of Assistant Professor who will contribute to the area of Social and Cultural Psychology. Applicants' area of research should be in Social Psychology and/or Cultural Psychology, with the PhD completed by July 1, 2005. Because of the interdisciplinary nature of studies in psychology and culture, applicants whose background is in disciplines other than psychology will also be considered. Further information on this position can be obtained from http://www.psych.ualberta.ca/hiring. Hiring decisions for this position will be made on the basis of demonstrated research capabilities, teaching ability, the potential for interdisciplinary collaboration, and fit with departmental needs. A curriculum vita, a description of current and planned research, copies of recent publications, and at least three letters of reference should be sent by December 1, 2004 to: Dr Douglas S Grant, Chair, Department of Psychology, P217 Biological Sciences Building, University of Alberta, Edmonton, Alberta, Canada, T6G 2E9. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. If suitable Canadian citizens or permanent residents cannot be found, other individuals will be considered. The University of Alberta is committed to the principle of equity in employment. As an employer we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal peoples, persons with disabilities, and members of visible minorities.

■ **SOCIAL PSYCHOLOGY — Simon Fraser University.** The Department of Psychology at Simon Fraser University invites applications for a tenure-track position at the Assistant Professor level in Social Psychology. The area of research specialization within social psychology is open, with the primary criteria being evidence of potential to establish a strong productive research program and to provide effective teaching at both the undergraduate and graduate levels. The successful applicant must have a PhD in psychology at the time of appointment. Simon Fraser University is consistently ranked among the top comprehensive universities in Canada. More information about the Psychology Department and the University can be found through our website at http://www.psyc.sfu.ca. The campus is located on Burnaby Mountain in Greater Vancouver. Vancouver is a scenic waterfront city, located minutes from the mountains and a wide range of outdoor activities. It has a reputation as a clean, safe, multicultural and ethnically diverse city, and is one of the very top cities in the world in which to live and work. Applicants should submit a letter of application, a curriculum vita, copies of representative reprints or preprints, a summary of research and teaching interests, and three letters of reference to Dr. Daniel J. Weeks, Chair, Department of Psychology, Simon Fraser University, Burnaby, BC, Canada, V5A 1S6. Review of applications will begin October 15, 2004 and continue until suitable candidates have been identified. All qualified candidates are encouraged to apply; however Canadians and permanent residents will be given priority. Simon Fraser University is committed to employment equity and encourages applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities. This position is subject to final budgetary approval.

■ **SOCIAL SCIENCES — York University.** The Atkinson School of Social Sciences, York University, Toronto, Ontario, Canada invites applications for a tenure track position in Ethnicity and Ethnic Communities. Details are available at: www.yorku.ca/acadjobs. York University is an Affirmative Action Employer. The Affirmative Action Program can be found on York's website at www.yorku.ca/acadjobs or a copy can be obtained by calling the affirmative action office at 416-736-5713. All qualified candidates are encouraged to apply; however, Canadian citizens and Permanent Residents will be given priority.

■ **SOCIAL WORK — University of Windsor.** The University of Windsor invites applications for two tenure-track positions in the School of Social Work commencing July 1, 2005. For detailed position descriptions visit our website at: www.uwindsor.ca/facultypositions. Contact: Dr. Brant Angell, Director, School of Social Work, University of Windsor, Windsor, ON, N9B 3P4; Tel: 519.253.3000, Ext. 3067; Fax: 519. 973. 7036; Email: angell@uwindsor.ca. For information on the University of Windsor or the City of Windsor, contact Dr Janice Drakich, Director, Faculty Recruitment at 877-665-6608 (toll free) or recruit@uwindsor.ca.

■ **SOCIOLOGY — University of Windsor.** The University of Windsor invites applications for two tenure-track positions in the areas of Social Justice and Migration, Racialization and Ethnicity at the rank of Assistant Professor commencing July 1, 2005. For detailed position descriptions visit our website at: www.uwindsor.ca/facultypositions. Contact: Dr. Lynne Phillips, Head, Department of Sociology and Anthropology, University of Windsor, Windsor, ON, N9B 3P4; Tel: 519.253.3000, Ext. 2190; Fax: 519.971.3621; Email: lynnep@uwindsor.ca. For information on the University of Windsor or the City of Windsor, contact Dr. Janice Drakich, Director, Faculty Recruitment at 877-665-6608 (toll free) or recruit@uwindsor.ca.

■ **SOCIOLOGY — Saint Mary's University.** Applications are invited for a tenure-track appointment at the Assistant Professor level commencing July 1, 2005. The Department is seeking a candidate with a strong background in one or more of the following areas: development issues; gender, identity and diaspora; social movements; tourism. We are seeking a candidate with a community-based research background and a geographical focus on Latin America. Candidates should have a PhD or be near completion. The Department offers undergraduate degrees in Sociology and Criminology, a Master's Degree in Criminology, and a Criminology Graduate Diploma. Many of our faculty members are also involved in interdisciplinary undergraduate and graduate programs such as Women's Studies, International Development Studies, and Atlantic Canadian Studies. The successful candidate will be expected to teach core sociology courses, and to contribute to the future development of the program. Saint Mary's University is committed to service in the local, regional, national, and international communities, a commitment which we foster through outreach activities, community-based research programs, and contributions to life-long learning. The Department is particularly interested in candidates who can contribute to the development of new community-based research partnerships and take full advantage of new federal funding programs that support such partnerships. We also seek a candidate who can contribute to the greater internationalization of the Saint Mary's curriculum by engaging global issues and preparing students to live and work in a global environment. Applicants are asked to submit a curriculum vitae, a sample of recent work, a teaching dossier, and the names, addresses, and contact numbers for three referees. Application packages should be sent directly to the Hiring Committee Chairperson, Department of Sociology and Criminology, Saint Mary's University, Halifax, Nova Scotia, B3H 3C3. Applicants are responsible for ensuring that their files are complete. The deadline for completed applications is January 15th, 2005. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Saint Mary's University is committed to the principles and practices of employment equity. The Department encourages candidates who will contribute to the diversity of our faculty.

■ **SOCIOLOGY — Dalhousie University/University of British Columbia.** Postdoctoral Fellow or Research Associate — Applications are invited for a two-year research position with The Food Decision-Making (FDM) research program at UBC and Dalhousie University. FDM is exploring relationships between food-related decisions and perceptions of health, as well as among decision-making and culture, racism, gender, income, food availability, age, and family structure. Applicants should hold or be completing a PhD in a field like sociology, social anthropology, nutritional science, women's studies, social work, health edu-

CAUT ACPPU BULLETIN

Publisher's Statement
Déclaration de l'éditeur

The publisher will not accept advertisements of academic positions restricting applications on grounds of race, national origin, religion, colour, sex, age, marital status, family status, ethnicity, disability, sexual preference, social origin, or political beliefs or affiliation. CAUT expects that all positions advertised in the Bulletin are open to both men and women. Advertisements using restrictive language will not be accepted except when the language is consistent with Human rights legislation. Where any bona fide reasons for exemption from general policy stated above exist, it is the responsibility of the institution which intends to place a restrictive advertisement to provide the Editor of the Bulletin with a statement as to these reasons.

Many Canadian universities are signatories to the Federal Contractors Program. The program requires that suppliers of goods and services to the federal government who employ 100 persons or more and who want to bid on federal contracts (including research contracts) of $200,000 or more must commit themselves to implementing employment equity as a condition of their bid. This commitment requires the identification and removal of artificial barriers to the selection, hiring, promotion and training of women, aboriginal peoples, persons with disabilities and visible minorities. As a result, applications for some positions advertised in the CAUT Bulletin may be asked to provide information of a confidential nature.

As a service to CAUT members interested in positions available in other countries, the *Bulletin* accepts advertisements for these positions. The view of academic freedom and the extent to which it is protected in other countries may vary. Except in the case of the United States, where the Association of American University Professors (AAUP) investigates alleged violations of academic freedom, there is no method by which we can provide any verifiable information concerning the state of academic freedom at universities outside of Canada. CAUT publishes a list of universities censured by AAUP twice a year. Further information about those censures can be obtained by writing to AAUP, Suite 500, 1012 - 14th, St. N.W., Washington, DC 20005; tel: 202-737-5900.

L'éditeur n'accepte pas d'annonces de postes d'administration ni d'enseignement qui restreignent les candidatures pour des raisons de race, d'origine raciale, de religion, de couleur, de sexe, d'âge, d'état civil, de situation familiale, ethniques, d'incapacité, d'orientation sexuelle, d'origine sociale ou de convictions ou d'attaches politiques, générales. L'ACPPU s'attend à ce que tous les postes annoncés dans le Bulletin soient offerts aux hommes et aux femmes. Les annonces utilisant un langage restrictif ne sont pas acceptées à moins qu'elles soient conformes à la loi sur les droits de la personne. Il incombe à l'établissement qui a l'intention de faire paraître une annonce restrictive de fournir à la rédactrice du Bulletin une déclaration énonçant ces raisons.

Beaucoup d'universités canadiennes se sont jointes au Programme de contrats fédéraux. Le programme exige que les fournisseurs de biens et services du gouvernement fédéral qui emploient au moins 100 personnes et veulent soumissionner des contrats fédéraux (y compris des contrats de recherche) d'au moins 200 000 $ doivent s'engager, comme condition de la soumission, à appliquer l'équité dans l'emploi. Cet engagement exige que l'on supprime tout obstacle artificiel à la sélection, à l'embauche, à l'avancement et à la formation des femmes, des autochtones, des personnes handicapées et des minorités visibles. À cette fin, on pourra demander aux candidat(e)s à certains postes annoncés dans le Bulletin de l'ACPPU de fournir des renseignements à caractère confidentiel.

Le Bulletin accepte les offres d'emploi à l'extérieur du Canada à titre de service pour les membres de l'ACPPU qui pourraient être intéressés. La perception de la liberté universitaire et son degré de protection peut varier d'un pays à l'autre. À l'exception des États-Unis, où l'Association of American University Professors enquête sur des prétendues violations de la liberté universitaire, il n'existe aucune méthode nous permettant de vérifier la situation de la liberté universitaire dans les universités étrangères. Deux fois par année, l'ACPPU publie une liste d'universités faisant l'objet de censure par l'AAUP. Pour obtenir des renseignements supplémentaires sur ces censures, prière d'écrire à l'AAUP, suite 500, 1012 14th St. NW, Washington, DC 20005; tél: (202)737-5900.

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Décembre	3 novembre 2004	10 novembre 2004
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Avril	2 mars 2005	9 mars 2005
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CAREERS CARRIÈRES

cation, health promotion or family studies. The ideal candidate will have demonstrated skill in qualitative research and writing, as well as analysis of gender issues, cultural issues and/or racism. Annual stipend of $40,000 plus $3,500 research allowance. Tenure in Halifax or Vancouver. Please send a curriculum vitae and letter outlining research interests to: Brenda Beagan, School of Occupational Therapy, Dalhousie University, Halifax, NS, B3H 3J5 bbeagan@dal.ca Applications will be accepted until Nov 15. Dalhousie University and UBC are Employment Equity employers. We encourage applications from qualified Aboriginal peoples, persons with a disability, racially visible persons and women. All qualified persons are encouraged to apply, however, Canadians and permanent residents will be given priority.

■ **SOCIOLOGY — University of Waterloo.** Applications are being accepted for a tenure-track position at the Assistant Professor level in the area of Health and Behaviour beginning July 1, 2004. Completed doctorate or completion by the starting date, is required along with strong evidence of research and teaching promise and likelihood of success in external grants competitions. Duties include research, teaching at the undergraduate and graduate levels, graduate supervision and service. We are seeking a medical sociologist specializing in the social and cultural determinants of health status and health experience, including cultural, social, psychological and behavioural risk factors related to health and illness, gender and health, health and aging, Aboriginal health, rural health, occupational health, the social psychology of health and illness and the assessment of health promotion policies and strategies. The candidate should have demonstrated skills and experience in either qualitative or quantitative research methods, a commitment to interdisciplinary research and the desire to contribute generally to the development of health studies and research at the University of Waterloo. This position is being filled jointly by the faculties of Arts and Applied Health Sciences. Responsibilities will be primarily within the Department of Sociology and include a joint appointment to the Department of Health Studies and Gerontology with duties including teaching and supervision in connection with the university's proposed new Master's in Public Health. Our objective is to recruit a new faculty member who will actively seek external grant support, develop graduate and undergraduate teaching in the areas of the sociology of health and collaborate with other health care specialists in advancing the university's research programs in the health fields. Salary range commensurate with qualifications and experience. Applicants should include a curriculum vitae, a statement of interests, current and projected research activities, a sample of recently published work and evidence of teaching accomplishment, as well as arrange three letters of reference sent directly to: Chair, Recruitment Committee, Department of Sociology, University of Waterloo, Waterloo, Ontario N2L 3G1, Phone: 519-888-4567 ext. 2421, Fax 519-746-7326. Applications will be considered until the position is filled, with an anticipated starting date of January 1, 2005, subject to the availability of the successful candidate. All qualified candidates are encouraged to apply; however, Canadian Citizens and Permanent Residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities.

■ **SOCIOLOGY — McGill University.** Applications are invited for a tenure-track position, commencing August 2005, in the area of deviance, crime and social control. Appointment is likely to be made at the Assistant Professor level; but we will accept applications at all ranks. Ability to teach advanced qualitative or quantitative methods is expected. Interested persons should write to: Chair, Recruitment Committee, Department of Sociology, McGill University, Room 712 Leacock, 855 Sherbrooke Street West, Montreal, Quebec, Canada, H3A 2T7, enclosing a curriculum vitae and a sample of work. Candidates should ask three referees to send confidential letters on their behalf. Applications should be received by October 15, 2004. McGill University is committed to equity in employment. For more information on the Department, visit our website at: http://www.arts.mcgill.ca/programs/sociology/. In accordance with Canadian immigration requirements, all qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The language of instruction at McGill is English but a working knowledge of French is an asset.

■ **SOCIOLOGY & ANTHROPOLOGY — Carleton University.** Subject to budgetary approval, Carleton University invites applications for the position of Professor and Chair, Department of Sociology and Anthropology, effective 1 July 2005. The term of appointment as Chair will be five years, appointable at the rank of Full Professor. The Chair, in conjunction with the Associate Chair and program coordinators, provides leadership for the Department of Sociology and Anthropology. The Department is a research-intensive academic unit. It has strong honours programs in Sociology and in Anthropology, and outstanding graduate programs. It offers the MA in both Sociology and Anthropology. The PhD in Sociology is a renowned program that has formed a significant part of the history of the discipline in Canada. Our fields of strength in Sociology include Theory and Methodology, Stratification and Power, Cultural Studies and Applied Social Research. Our fields of strength in Anthropology include Indigenous Peoples, Symbolism and Culture, and Development/Underdevelopment. As well, we are major participants in the University's undergraduate program in Criminology and Criminal Justice. A letter of application, stating administrative experience and research and teaching interests, together with a curriculum vitae, evidence of teaching ability, examples of publications, and the names, addresses, telephone numbers and e-mail addresses of three referees should be sent to: Office of the Chair, Attention: Lynn Gunn (Chair's Secretary), Department of Sociology and Anthropology, Carleton University, 1125 Colonel By Drive, Ottawa, Ontario K1S 5B6; (e-mail: wallace_clement@carleton.ca). At the same time, candidates should arrange to have their three referees forward supporting letters to the same address. All qualified candidates are encouraged to apply. The applications of Canadian citizens and Permanent Residents will be given priority. Carleton University is committed to equality of employment for women, aboriginal peoples, visible minorities and persons with disabilities. Persons from these groups are encouraged to apply. The deadline for applications is November 1, 2004, or until such time as the position is filled.

■ **SPANISH LANGUAGE PROGRAMS CO-ORDINATOR — The University of Alberta.** The Department of Modern Languages and Cultural Studies at the University of Alberta invites applications for a position in Spanish Applied Linguistics and Assistant Professor rank, with a specialty in Second Language Acquisition. The successful candidate will function as the Spanish Undergraduate Language Programs Co-ordinator for the large and growing program in Spanish and Latin American Studies, effective July 1, 2005. Minimum salary for Assistant Professor level is currently $51,770. Responsibilities will include: coordinate and administer the Department's Spanish undergraduate language programs; supervise end mentor graduate teaching assistants and sessional instructors; with other colleagues, teach the graduate seminar in Teaching Strategies and Methodologies; prepare and deliver teaching workshops for faculty and students; engage in teaching and research in second language acquisition and pedagogy at undergraduate and graduate levels. A PhD in Spanish Applied Linguistics, or equivalent experience, is required. Native or near-native proficiency in Spanish is also required, as is demonstrated competence and experience in the administration of undergraduate language programs. Candidates should also offer skills and research interests in Computer Assisted Language Learning (CALL). Applicants should also have a strong cultural orientation to their professional activities and be open to collaboration with other disciplines. Our Department is closely linked to the Arts Resource Centre. Six aspired linguists work in French, German, Spanish, Russian, and Ukrainian. The successful candidate will be expected to interact closely with these groups in order to support high quality undergraduate second language instruction and research in Spanish. Knowledge of other relevant languages would be an asset. Applications including cv, all university transcripts, and three letters of recommendation should be addressed to Dr. Marianne Henn, Acting Chair, Department of Modern Languages and Cultural Studies, Arts 200, University of Alberta, Edmonton, Alberta, Canada, T6G 2E6. E-mail inquiries may be directed to: dolores.wohland@ualberta.ca; tel: (780) 492-1997; fax: (780) 492-9106. Closing date for applications is December 1, 2004. The University hires on the basis of merit. We are dedicated to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. If suitable Canadian citizens or permanent residents cannot be found, other individuals will be considered.

■ **SPECIAL EDUCATION — University of Windsor.** The University of Windsor, Faculty of Education, invites applications for a tenure-track position in the Faculty of Education in the area of Special Education at the rank of Assistant Professor commencing July 1, 2005. For a detailed position description visit our website at: www.uwindsor.ca/facultypositions. Contact Dr. Pat Rogers, Dean, Faculty of Education, University of Windsor, Windsor, Ontario N9B 3P4, Tel: 519.253.3000, Ext. 3801; Fax: 519.971.3612; E-mail: progers@uwindsor.ca. For information on the University of Windsor or the City of Windsor, contact Dr. Janice Drakich, Director, Faculty Recruitment at 877-665-6608 (toll free) or recrut@uwindsor.ca.

■ **SPORT MANAGEMENT — University of Windsor.** The University of Windsor invites applications for a tenure-track faculty position in the Faculty of Human Kinetics in the area of sport management/leisure management commencing July 1, 2005. For a detailed position description visit our website at: www.uwindsor.ca/facultypositions. Contact Dr. Robert Boucher, Acting Dean, Faculty of Human Kinetics, University of Windsor, 401 Sunset Avenue, Windsor, ON, N9B 3P4, Tel: 519-253-3000, Ext. 2432, Fax 519-973-7056, Email: bouche4@uwindsor.ca. For information on the University of Windsor or the City of Windsor, contact Dr Janice Drakich, Director, Faculty Recruitment at 877-665-6608 (toll free) or recrut@uwindsor.ca.

■ **STATISTICS — University of Guelph.** The Department of Mathematics and Statistics at the University of Guelph invites applications for a full-time tenure track position to start July 1, 2005 or thereafter, at the rank of Assistant or Associate Professor in Statistics. Minimum qualifications are a PhD in statistics and evidence of strong research and teaching potential at all levels. All areas in statistics will be considered, but the new faculty member is expected to actively participate in our graduate program in applied statistics. Salary will be commensurate with qualifications and experience. Candidates should submit, by 15 November 2004, a curriculum vitae to: O. B. Allen, Chair, Department of Mathematics and Statistics, University of Guelph, Guelph, Ontario N1G 2W1; Fax (519) 837-0221. E-mail: belle@uoguelph.ca. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified aboriginal Canadians, persons with disabilities, members of visible minorities and women.

■ **STATISTICS & ACTUARIAL SCIENCE — University of Waterloo.** The Department of Statistics and Actuarial Science at the University of Waterloo invites applications for one or more tenure-track or definite term positions in Actuarial Science at the Assistant or Associate Professor level. Candidates must have a PhD in an area of the mathematical or statistical sciences, and research interests in actuarial science. Professional actuarial qualifications and experience, although not strictly necessary, would be a distinct asset. Departmental strengths in Actuarial Science and Finance cover a wide range of topics including probabilistic and statistical modelling in risk theory, insurance, pensions, solvency management and stochastic models in finance. Additional opportunities for collaboration at UW can occur through the Centre for Advanced Studies in Finance (www.arts.uwaterloo.ca/ACCT/finance/casf.htm), the Institute of Insurance and Pension Research (www.stats.uwaterloo.ca/Stats_Dept/IIPR/contents.html), and the newly-formed Institute for Quantitative Finance and Insurance (www.iqfi.uwaterloo.ca). Applicants must have proven ability in or potential for research, in addition to good teaching and communication skills. Duties include undergraduate and graduate teaching and the development of an independent research program. The salary offered will be commensurate with qualifications and experience. The effective date is expected to be July 1, 2005 or later. The closing date for applications is December 31, 2004. Please submit a curriculum vitae, and arrange for at least three letters of reference to be sent to: Professor Jerry Lawless, Chair, Statistics and Actuarial Science, University of Waterloo, Waterloo, ON N2L 3G1, Canada. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities.

■ **STATISTICS & ACTUARIAL SCIENCE — University of Waterloo.** The Department of Statistics and Actuarial Science at the University of Waterloo is one of five academic units that comprise the Faculty of Mathematics. In 2003, the Faculty initiated a major expansion in the area of scientific computing and computational mathematics, both at the undergraduate and graduate levels. The anticipated growth in student numbers will result in a combined enrollment of 450 scientific computing/computational mathematics students by the end of this decade. In view of this expansion, the Department of Statistics and Actuarial Science wishes to appoint additional faculty members with research interests in all areas of statistical computing, computational statistics, and statistical data mining. These appointments will be tenure-track positions, mainly at the Assistant and Junior Associate Professor level, but applicants at the Full Professor level with exceptional records will also be given serious consideration. Successful candidates will be expected to participate in the teaching and research activities of the Department and Faculty, particularly via the newly-established Centre for Computational Mathematics in Industry and Commerce (CCMIC). The CCMIC will oversee both the undergraduate and graduate programs on which the proposed expansion in scientific computing and computational mathematics is based. These new faculty positions will add to or complement the current strength in the Department in the areas of statistical programming environments, data reduction, analysis and visualization, simulation, statistical learning, data-mining, and computer experimentation. To learn more about the CCMIC, see http://www.math.uwaterloo.ca/navigation/Current/comp_math.shtml Applicants must have a PhD in Statistics, Computer Science, or a related discipline, with a proven ability in or potential for research in computational statistics. Good teaching and communication skills are also essential. Interested individuals should send a curriculum vitae, a statement of their research interests, and two recent research articles to Dr. Alan George, Dean, Faculty of Mathematics, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1 (ageorge@uwaterloo.ca) by December 31, 2004. In addition, at least three references should send their letters directly to Dr. George before this same closing date. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities.

■ **STATISTICS & ACTUARIAL SCIENCE — University of Waterloo.** The Department of Statistics and Actuarial Science at the University of Waterloo invites applications for a tenured or tenure-track position in quantitative epidemiology. Beginning in 2006, the Faculty of Applied Health Sciences at the University of Waterloo is initiating a significant expansion in the area of public health science, both at the undergraduate and graduate levels. The anticipated growth in student numbers will result in a combined enrollment of 125 students by the end of this decade. In anticipation of this growth, and in support of its own very strong graduate program in biostatistics, Statistics and Actuarial Science wishes to appoint a faculty member with research interests in biostatistics and quantitative epidemiology to a joint position with Health Studies and Gerontology in the Faculty of Applied Health Sciences. The successful applicant will be affiliated with the planned Master's program in Public Health. Although an appointment at the Associate Professor level is anticipated, applicants at the Full Professor level with exceptional records will also be given serious consideration. Duties include undergraduate and graduate teaching in both departments, and the development/continuation of an independent research program. Applicants must have a proven ability for research in one or more areas that complement those represented among the biostatisticians in Statistics and Actuarial Science, perhaps the foremost methodology research unit for biostatistics in Canada. Excellent teaching and communication skills are also essential. The effective date is expected to be July 1, 2005 or later. The closing date for applications is December 31, 2004. Please submit a curriculum vitae, and arrange for at least three letters of reference to be sent directly to: Professor Jerry Lawless, Chair, Statistics and Actuarial Science, University of Waterloo, Waterloo, ON N2L 3G1, Canada. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities.

■ **STATISTICS & ACTUARIAL SCIENCE — University of Waterloo.** The Department of Statistics and Actuarial Science at the University of Waterloo invites applications for tenure-track positions at the Assistant Professor level. Candidates must have a PhD in statistics or actuarial science, and a strong record of research and teaching. Professional actuarial qualifications and experience are an asset. Applicants must have a proven ability for research in one or more areas that complement those represented in the Department. Good teaching and communication skills are also essential. Duties include undergraduate and graduate teaching, and the development of an independent research program. An appointment at the Assistant or Associate Professor level is anticipated. The effective date is expected to be July 1, 2005 or later. The closing date for applications is December 31, 2004. Please submit a curriculum vitae, and arrange for at least three letters of reference to be sent directly to: Professor Jerry Lawless, Chair, Statistics and Actuarial Science, University of Waterloo, Waterloo, ON N2L 3G1, Canada. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities.

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■ **THEORETICAL ASTROPHYSICS — University of Toronto.** Postdoctoral research fellowships beginning September 1, 2005 are being offered at the Canadian Institute for Theoretical Astrophysics. A PhD in any field of theoretical astrophysics is required. Fellows are expected to carry out original research in theoretical astrophysics under the general supervision of the permanent faculty whose interests include: cosmology, interstellar matter, nuclear and relativistic astrophysics, solar physics, star and planet formation, high energy astrophysics. We would prefer electronic submissions. See the CITA web page at http://www.cita.utoronto.ca/webpages/index.shtml for instructions. Applicants unable to do this, should send a curriculum vitae, statement of research interests and arrange to have 3 letters of recommendation sent to: Prof. J. Richard Bond, Director, CITA, McLennan Labs, 60 St. George Street, Toronto, Ontario Canada, M5S 3H8. The deadline for applications and letters of recommendation is 1 December, 2004. In accordance with its Employment Equity Policy, the University of Toronto encourages applications from qualified women and men, members of visible minorities, aboriginal peoples and persons with disabilities.

■ **THEORETICAL ASTROPHYSICS — University of Toronto.** CITA is a national centre for theoretical astrophysics located at the University of Toronto. The Institute expects to offer one or more senior research associate positions of three to five years duration. The starting date will be 1 September, 2005. Applicants should have an excellent research record in astrophysics and postdoctoral experience. Funds will be available for travel and other research expenses. The primary duty is to carry out original research in theoretical astrophysics, but senior research associates are also expected to work with postdoctoral fellows and to assist with administration of the Institute. All applicants for senior research associate positions will also be considered automatically for postdoctoral fellowships. How to apply: We would prefer electronic submissions. See the CITA web page at: http://www.cita.utoronto.ca/webpages/index.shtml for instructions. Applicants unable to access the web should mail: a curriculum vitae; statement of research interests; and arrange for three letters of recommendation to be sent to: Professor J. Richard Bond, Director, Canadian Institute for Theoretical Astrophysics, University of Toronto, 60 St. George Street, Toronto, Ontario, Canada M5S 3H8. Deadline for applications and all letters of recommendations is 1, December 2004. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. In accordance with its Employment Equity Policy, the University of Toronto encourages applications from qualified women and men, members of visible minorities, aboriginal peoples and persons with disabilities.

V

■ **VISUAL STUDIES — University of Toronto.** The Department of Fine Art invites applications for a tenure stream position in Visual Studies (studio) at the rank of Assistant professor to begin July 1, 2005. The successful candidate will be a contemporary artist with a strong exhibition record whose practice and background demonstrate a strong commitment to and involvement with interdisciplinary art practices, including painting and drawing. The candidate will be able to teach undergraduate core courses in painting and drawing, both introductory and advanced, as well as a range of interdisciplinary courses offered in the Visual Studies curriculum. The candidate will join the Graduate Faculty of the Department and be capable of supervising Graduate students' studio practicum courses in the MVS (Masters of Visual Studies) degree across disciplines. Applicants are encouraged to consult the Departmental website for specific information on current curricular offerings: http://www.finart.utoronto.ca. Requirements include an MA or MFA, or equivalent professional artistic experience, and an established practice supported by a body of work and curriculum vitae. The candidate will be conversant in the diverse developments within critical thinking present in contemporary art practice, and be knowledgeable in a range of approaches and methodologies available to the contemporary visual artist. Short-listed candidates will be expected to present their research and creative work to an audience of faculty and students. Please submit CV, Portfolio of Work (up to 20 images, on slides or CD, Video, maximum length 10 minutes, VHS or DVD only. Please include an identification sheet listing all support material: dimensions, year of production and media of original work for slides and images; length and year of production for time-based work) and select publications, and arrange to have three letters of reference sent directly to: Professor Lisa Steele, Visual Studies Search, Department of Fine Art, 100 St. George Street, University of Toronto, Toronto, Ontario M5S 3G3. Deadline for applications is December 1, 2004. The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to the further diversification of ideas.

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COMMENTARY
TRIBUNE LIBRE

How the Feds Dropped the Ball on Medicare

By ROBERT CHERNOMAS

PRIME Minister Paul Martin was elected on a promise to fix health care for a generation. The medicare deal struck in September between Ottawa and the provinces stipulates that over the next 10 years there will be $41 billion in new federal cash transfers. It is highly unlikely this deal will fulfill Martin's promise or that it will provide needed and promised access to cost-effective and timely surgery, drugs and homecare. This deal has serious implications for the health of all Canadians, as well as implications for how Ottawa will meet its obligations in other sectors such as post-secondary education.

Conservative Leader Stephen Harper has made it clear this is a deal the Conservative party can support. Why? Martin is offering the money without any real commitments from the provinces. There is no mechanism in the agreement that ties the funding to results. Nothing in the Martin deal guarantees the outcomes Canadians were promised. After repeated promises by the prime minister and the federal health minister to stem the tide of private, for-profit health care, the new medicare deal means billions more in transfers without doing anything to stem the tide.

If the Liberal government is prepared to abandon meaningful guarantees or guidelines for health care, there is little likelihood it will introduce adequate funding for post-secondary education with guidelines to ensure every Canadian, no matter where she or he resides, will have equal access to a high-quality education and that federal funds will promote public institutions, accessibility, comprehensiveness, collegial governance or academic freedom.

As for health care, as recently as 2002, the federal auditor general noted the provinces were breaking the Canadian Health Act. Federal money earmarked for health care has been used for everything from tax cuts to lawn mowers. With no more strings attached to this health agreement is there any guarantee of reduced wait times for cancer surgery or home care?

Three issues must be at the forefront of the discussion around the "medicare deal" – sustainability, cost-drivers and reforms.

Sustainability

Can we afford our health system and remain competitive in the world? A nation's capacity to finance its public health expenditures can properly be measured by the share of public health expenditures in its gross domestic product. Canada spends about the same percentage of GDP (10 per cent) as the Germans and French and significantly less that the United States (14 per cent). That 10 per cent is about the same amount we spent a decade ago. Part of that 10 per cent is public and part is private (insurance and out-of-pocket). The public share (out of taxes) is about the same for Canada (6.8 per cent) as the rest of the G7 and interestingly, about the same as the U.S.

Why is it important to hold on to our single-payer system? Implicit in the question of whether we can afford our health system is the assumption that what matters to a nation's capacity to maintain its health care spending is, everything else being equal, not who pays, but rather how much is spent. However, everything else is not equal if a single-payer public system such as Canadian Medicare can raise financing, administer claims and spread risks over the population more efficiently than a multi-payer private system.

University of British Columbia professor Bob Evans has pointed out that a tax-financed single-payer system "combines in one authority both the incentive and capacity to contain costs, to a greater degree than that is possible in any of the other financing mechanism." Moreover, there are no marketing expenses, no cost of estimating risk status in order to set differential premiums or decide whom to cover, and no allocations for shareholder profits.

A comparative analysis of the health care costs in the OECD countries suggests total health care expenditures are lower on average in systems predominantly funded through general taxation. Indeed, the larger the private share of health care financing, the more difficult it is to control health care expenditures. The overhead cost of administrating a multi-payer system, for both reimbursing agencies and providers, is generally much larger than a single-payer public system.

In 1999, the estimated cost of prepayment and administration accounted for 13.6 per cent of total payments to private insurers in Canada versus only one per cent in the public sector. The administrative cost differentials between Canada and the U.S. are also found to be large, accounting for nearly half of the difference between the share of resources allocated to the health sector in the two countries. The real question is, can we afford to provide health care in any other way than our current system?

Cost-Drivers

Canadians need to be clear about what the health system has and hasn't been set up to do. The Canadian health system is mandated by the Canada Health Act (CHA) to control three sub-sectors: hospitals, physicians and administration, and not other sub-sectors such as dental care, pharmaceuticals, vision care, long-term care, high-tech equipment and so forth.

While overall health care costs rose as a proportion of the economy in the 1980s and the late 1990s the share of resources allocated to CHA-covered services was stable or declining, thus the increase in cost reflects the rising costs of non-CHA services.

Research from the Canadian Institute for Health Information demonstrates government spending on hospitals and on physician services as a share of total health expenditures has declined over time. In 2003, 30 per cent of total health expenditures went to hospitals (down from 45.2 per cent in 1976), and 12.9 per cent of expenditures went to physician services (down from 15.4 per cent in 1991).

While there is no indication that spending on CHA-covered services is getting out of control, non-CHA services costs have been growing. Expenditures on non-CHA services accounted for 37 per cent of the total health spending by the provincial and territorial governments in 2001, up from 23 per cent in 1975. The increase in the cost of non-CHA services has become particularly pronounced in the case of prescription drugs, whose share of total health care costs almost doubled, from seven per cent in 1987 to 12 per cent in 2001.

The disproportionate rise in prescription drug costs among all items of health care expenditures over the period 1987–2001 alone accounted for about 53 per cent of the rise in the share of resources allocated to the health care sector. Since 1997 drug costs (prescription and non-prescription) have exceeded expenditures on physicians by a growing margin. In 2003, spending on drugs is expected to represent 16.2 per cent of the total health expenditures in the country, up from nine per cent in 1984.

It is often argued that higher drug costs pay for themselves by saving on hospital costs – at least for those health conditions for which surgery and management with pharmaceuticals are competing therapies. But according to a recent study of 1,035 new drugs applications that received approval by the Food and Drug Administration in the United States for the 12-year period from 1989 to 2000, in 85 per cent of the cases the new drugs did not provide significant improvement over currently marketed therapies. According to the National Institute for Health Care Management, brand manufacturers have flooded the market with product line extensions (known as "evergreening" in the industry) in response to perverse incentives related to changes in patent laws and advertising regulations. Toronto physician Joel Lexchin tells us that of the 455 new patented drugs introduced into Canada from 1996 to 2000, only 25 – or just over five per cent – were major improvements.

Canadian governments used to focus on providing Canadians with among the lowest cost drugs in the OECD. But a series of Liberal and Conservative administrations rewrote patent laws and regulations extending the period of patent protection and restricting access to lower-priced generic drugs. The extension of patent protection was justified on the grounds that we needed to encourage the multinational drug companies to do more research and development in Canada. In other words, the cost of higher drugs would be offset by the multinationals willingness to increase Canada's role in the "knowledge" economy. But if these new drugs drive costs up without improving our health or saving resources this is the equivalent of paying corporations to dig holes and fill them in again.

By not banning for-profit medicine, the federal government also continues to ignore other evidence. In 1999, a *New England Journal of Medicine* article revealed that no peer-reviewed study has ever found that for-profit hospitals are less expensive than nonprofit hospitals. On the contrary, those studies have found for-profit hospitals are three to 11 per cent more expensive than the nonprofit hospitals. The facts show for-profits spend more on administration, marketing, executive salaries and dividends to shareholders.

If for-profit health care is not more efficient then the question becomes, is the more costly service worth it because it delivers higher quality care? A *Journal of the American Medical Association* article in 1999 found that an examination of the quality of care, for everything from heart attacks to diabetes to eye examinations, showed investor-owned health maintenance organizations deliver a lower quality of care than nonprofit plans. A June 2004 study in the *Canadian Medical Association Journal* concludes for-profit hospitals result in both higher mortality rates and greater payments for care than nonprofit hospitals.

Reforms

There are three things our federal government could do. First, it needs to begin to do technical assessment of new drugs to determine their clinical usefulness relative to other much less expensive drugs and interventions. Second, the government should set up a bilateral monopoly relationship so that it becomes the single buyer, enabling Canadians to get a better deal from multinational drug companies. And third, patent laws need to be changed to provide more appropriate incentives and regulations for drug companies to receive patents only for drugs that have significant clinical usefulness.

Analysis of the recent for-profit health care experience of the U.S. suggests it is more expensive, of relatively poorer quality and less accessible than single-payer, nonprofit systems like Canada's. It is therefore unlikely to reduce waiting lists for surgery or the number of patients lying in beds in the halls of our hospitals. Spending a dollar on the less efficient, for-profit sector means we get less service for the same dollar. As an alternative to the American experiment Canada could expand its public sector to include drugs, long-term care and public health care in the community and at home in an effort to improve efficiency, quality and accessibility.

Without policy changes for drugs and for private, for-profit medicine our health and fiscal outlook will suffer.

In a speech before the Canadian Medical Association (Globe and Mail, Aug. 19, 2004) former royal commissioner Roy Romanow noted that since 1996 spending on health care has increased by $108 billion while during the same period federal and provincial governments cut taxes by $250 billion. Tax cuts plus rising health care costs could result in a fiscal crisis for other areas of the public sector. An increasingly wasteful health system undercuts Canada's capacity to properly fund a range of other services, including post-secondary education.

The federal Liberal government failed Canadians in its recent deal with the provinces. While promising badly-needed money, it failed to address the real problems in the health system and it failed to achieve an accord with meaningful federal guidelines. This bodes ill for how the Liberal government is likely to deal with the needs of post-secondary education – if it addresses them at all. ■

Robert Chernomas is a professor of economics at the University of Manitoba.

The views expressed are those of the author and not necessarily those of CAUT. Les articles reflètent l'opinion de leurs auteurs et pas nécessairement celle de l'ACPPU.

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